

FIFTY YEARS
OF
FEDERATION

RICHARD C. MORSE



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Fifty years of federation of
the Young Men's Christian

Fifty Years of Federation
of the
Young Men's
Christian Associations
of North America

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New York
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Christian Associations
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The story of the fifty years of federation, commemorated in the Jubilee convention of 1904, is summarized in this volume from the point of view of the writer's experience and his personal relation to federation effort during the last thirty-five years. It is offered to his fellow workers in the Young Men's Christian Associations as a contribution to the history of this important agency of the North American associations. Its preparation was begun in connection with a brief paper on the subject read by the writer at the Jubilee International Convention held in Buffalo, May 11-15, 1904.

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The First Fifty Years of Federation of the Young Men's Christian Associa- tions of North America

RICHARD C. MORSE

Meaning and Mission of Christian Federation

All federation, both of Christian men and Christian organizations, finds its reason for existence in the sentiment of brotherhood. No individual or association bearing the Christian name lives at its best when it lives wholly unto itself. As one of a brotherhood, each association owes mutual care and help to its fellow members. The Bible command is: "Love thy neighbor as thyself." "Bear ye one another's burdens and so fulfil the law of Christ." "We that are strong ought to bear the infirmities of the weak, and not to please ourselves for even Christ pleased not Himself."

It is possible for any member of the association family to isolate itself and live a hermit existence, just as it is equally possible for a young man to isolate himself selfishly from parents, brothers and sisters. But the course of each is equally unnatural. The unit in the association family, or in the human family, pursuing this hermit course dwarfs itself and

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loses a development of life and character which it can gain only as a sympathetic member of the family it belongs to. Young Men's Christian Associations, therefore, obeyed the law of their own existence and of divine appointment in seeking the benefits of federation.

The North American associations sought these benefits earlier in their history than others, and an international federation was formed by them on this continent a year before the older associations across the Atlantic called together at Paris, in 1855, their first "General Conference," composed of "delegates from various Young Men's Christian Associations of Europe and America."

CHAPTER I. THE FIRST CONVENTION, 1854

ITS AUTHOR AND OBJECT. THE CALL AND THE RESPONSE. THE CONFEDERATION AND HOW IT WAS FORMED. THE VALUE AND SPIRIT OF THE CONVENTION. THE CENTRAL COMMITTEE, ITS WORK AND GENERAL SECRETARY. THE EARLY ASSOCIATIONS.

1. Its Author and Object—the Obstacles

More than fifty years ago, when the number of Young Men's Christian Associations on this continent was less than thirty, a young man, twenty-two years of age, residing in the capital of the United States and a member of the Washington association, became possessed with a conviction of the great value of an alliance of North American Young Men's Christian Associations, conceiving of such an alliance "as a union of independent, equal but coöperating societies." He corresponded with the stronger organizations in New York and Boston and with older associations across the Atlantic. His foreign correspondence at this time was an influential factor in calling later, in 1855, the first "General or World's Conference" at Paris, above referred to.

This young man received no sympathy from the stronger American associations when he earnestly urged them to take the leadership in this movement. He was, however, one of those who in a good cause are possessed by an enthusiasm which obstacles

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stimulate rather than discourage. He was content to go forward without the sympathy of the four societies in Boston and New York, Brooklyn and Baltimore, which then contained more than half the membership of the North American associations. Among the objections which prevailed with these dissenting associations was the belief that conventions and a general organization would draw off attention from local work, would foster a centralizing spirit at war with the independent action of local associations, would involve financial expenditure unauthorized by the main object of the society, and would tend to produce unpleasant scenes and ruptures on the subject of negro slavery—then a topic of heated discussion, public and private, political and ecclesiastical, reaching all communities and households with its agitation. The successful federation of the association brotherhood, therefore, owes its origin to sympathy and coöperation from the smaller associations of fifty years ago. This young man, William Chauncy Langdon, also encouraged himself in his disappointment by the consideration that it was, for many reasons, very fitting that this movement for federation should proceed from such a federal and federating city as the capital of the republic.

2. The Call and the Response to It

Under his leadership, and as a result of his visitation and correspondence, the Washington association received favorable replies from Buffalo, Cincinnati and seventeen other cities. The Buffalo association

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offered to entertain the delegations and joined Washington in issuing the call for the first international convention of Young Men's Christian Associations ever held on this or any continent. For Washington and the other favoring associations the call was signed by Mr. Langdon. For the Buffalo association, as host, it was signed by an older young man, Oscar Cobb, who, while his younger companion had passed away, was graciously spared to sign—at the age of eighty-three years—the call to the jubilee convention of 1904.

In response to this call to “form an American Young Men's Christian Association Alliance,” thirty-seven delegates, all young men, from nineteen associations, met in Buffalo, June 7, 1854. Of the seventeen cities represented, besides Buffalo and Washington, five were in New England: Boston, Worcester, Springfield, Portsmouth and Portland; one on the Pacific Coast: San Francisco; one on the Gulf: New Orleans; two in Kentucky: Louisville and Lexington; two in Ohio: Cincinnati and Cleveland; three in Illinois: Chicago, Peoria and Quincy; one in Missouri: St. Louis; and one in Pennsylvania: Pittsburg. Few of these associations have since maintained an uninterrupted existence. Only six now report their present organization as existing in 1854.

Of the thirty-seven delegates, seven beside Mr. Cobb survive, and four of these were present at the Jubilee Convention, May, 1904: Oscar Cobb of Buffalo; Professor W. J. Rhees of Washington; Rev.

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Samuel T. Lowrie, D. D., of Philadelphia, then of Pittsburg; and J. L. Eldridge of Topeka, then of Boston. The four who could not attend were: Samuel Lowry of St. Louis, then of Cincinnati; Rev. J. H. Marshall of Lincoln, Nebraska, then of Cincinnati; H. A. Robinson of Springfield, and E. A. Swan of Toledo, Oregon, then of Buffalo.

3. The Object Achieved—a Confederation Formed

The lively interest and enthusiasm characteristic of association conventions were happily realized in this first meeting. Any fear concerning agitation of the slavery question was removed at the outset by the election, as president, of George W. Helme of New Orleans, and by a refusal to take action upon the subject as irrelevant.

The most stirring question before the convention naturally related to what the call had proposed: "the formation of an American Young Men's Christian Association Alliance." Delayed on his way to Buffalo, Mr. Langdon did not reach there until the second day of the meeting. On the first day, owing in part to his absence, a proposition prevailed which provided only for the call of a second convention. This action was deemed inadequate by the friends of federation who had called the convention, and an adjournment without forming the desired alliance was only prevented by a reconsideration, accomplished through the vigorous exertions of the Cincinnati delegation.

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4. The Story of William H. Neff

A member of this delegation, William H. Neff, gives the following graphic account of this historic incident:—

" My knowledge of the Young Men's Christian Associations dates from the spring of 1854, when I united with the Society of Religious Inquiry of Cincinnati. It was composed of about twenty-five members of various denominations and met in the second story of the Bible Depository.

" Soon after I joined, we received a communication from William Chauncy Langdon, secretary of the Washington association, informing us that a convention of associations would be held in Buffalo, to consider closer union or interchange of thought among the associations, especially through an annual convention and perhaps some kind of Confederation for mutual support and sympathy. He asked us to appoint delegates to represent us if we entertained the idea favorably. We were pleased with the suggestion and three delegates were appointed—Samuel Lowry, Joseph H. Marshall and myself. We arranged to divide among us the topics suggested—Samuel Lowry to represent us in reference to an annual convention, Joseph Marshall to present the mission Sunday-school work in which our association was greatly interested, having charge at this time of seven schools, and the topic of the Confederation was given to me.

" We were very kindly received in Buffalo, found over thirty delegates in attendance, and made George W. Helme, of New Orleans, who had come the greatest distance, president of the conference. That afternoon, while I was absent in a committee meeting, the business committee reported unfavorably on the subject of a Confederation, and the report was adopted. Lowry had been outvoted. Nothing remained but to accept the minutes and say good-by to each other, and this was to be done the next morning.

" To say that the Cincinnati delegation was disappointed would be a very mild expression. What was to be done? What

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could be done? The first thing was to get the decision of the convention reconsidered. Who would move the reconsideration? The matter of the Confederation had been assigned to me in our delegation, but I had not voted for the report or even been present when the vote was taken. Would the president entertain a motion to reconsider from a member who had not been present? Mr. Helme said that as I had been absent on work for the convention, and from no fault of my own, he would entertain the motion if made promptly before the minutes were approved. Then we went to work. Lowry and Marshall buttonholed the delegates. I began work on the resolutions. That night I spent in prayer and preparation. When the resolutions and the address to support them were ready, the gray dawn of the morning was appearing in the east. A short rest, a hurried breakfast, and we were ready for the battle. Langdon had arrived early in the morning of this second day. He approved heartily of the resolutions and promised to second them. As soon as the convention was called to order I moved the reconsideration. It was not debatable, but curiosity, love of fair play and the labors of Lowry and Marshall gave us a majority. Then I introduced my resolutions as an amendment to the report of the business committee, and advocated their adoption. Langdon handsomely supported me. The resolutions were re-committed along with the report to the committee, and Langdon and myself were added to it in place of two members who had left the city. As soon as we entered the committee room I proposed that we should recommend nothing on which we were not unanimous. This gave each one a veto power and disarmed opposition. In two hours we had agreed to recommend a Confederation, an annual convention and a Central Committee of correspondence. The convention adopted our report with but one dissenting vote, and then, on the motion of that delegate, the action was made unanimous."

5. The Value and Spirit of the Convention

Thus a confederation of "independent, equal but coöperating associations" was formed, subject to a

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ratification of this action by twenty-two associations. Any authority over the local organization was explicitly guarded against. The equality of the individual associations also was guaranteed, each one, however large or small its membership or delegation, being entitled to but one vote in the convention. The proposal to make the evangelical church test of membership, which was already in force in many of the associations, a test of membership in the Confederation was rejected as threatening the independence of the local association.

What chiefly impressed the delegates with the value of the convention was the reports made concerning the work of the various societies represented. This gave to each a knowledge of the work all were doing, a knowledge full of lively suggestion and exciting useful discussion. Both report and discussion revealed above all else to the delegates the unity of their faith in Christ, their loyalty to His church, and their unanimous central purpose to bring young men and all others whom they could influence into His kingdom. Congenial personal intercourse also began the formation of lifelong friendships. Deep spiritual feeling characterized the farewell meeting and established conviction of the great value of this federation and of what might grow out of it.

6. The Committee of the First Convention; Its Location, Work and General Secretary

A second agency of federation was created by the convention to act between its meetings. This con-

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sisted of the Executive or Central Committee, composed of five members resident in Washington and five in as many other cities, each of the five to represent and care for a specified district or section of the continent.

The Committee was instructed to canvass for and complete the organization of the Confederation. Of the beginning of this effort Mr. Neff writes:

“The Confederation was to go into operation when two-thirds (twenty-two) of the associations in the United States and the British Provinces ratified the action at Buffalo. There was then a race to see which would first ratify. A meeting of our association was called for the evening after our return, and the Buffalo action was unanimously approved. Cincinnati was thus the first to ratify.” Washington and some ten associations speedily followed. But it was only after seven months of wise effort by Secretary Langdon in correspondence, consultation and visitation that ratification by the desired twenty-two associations, including that of New York City, was happily secured. Of these critical negotiations Mr. Langdon modestly writes: “As Mr. McBurney says: ‘To overcome such prejudices and objections as yet remained was no easy task.’ I did indeed ‘conduct the negotiations,’ yet the ultimate success of these and the first triumph of the plan matured at Buffalo was largely due to the hearty coöperation of Messrs. Neff and Helme, and so far as New York was concerned, of Mr. McCartee.” But the writer of these

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lines was the responsible leader wisely and effectively uniting the efforts of his associates.*

The Central Committee was also instructed to call the next convention, correspond with American and foreign associations, form new associations, and recommend new measures to existing associations. But in the first year of its existence it was carefully defined as "not a governing function or agency authorized to assume any control, but rather a creature of the confederated associations for certain definite and limited purposes."

The committee upon its appointment chose Mr. Langdon as its executive officer. It is interesting to note that this first executive officer of the federation committee was also the first to bear the name of general secretary, though he did so as a volunteer worker and not as an employed officer. The call to the first convention he had signed as corre-

*The action of the Buffalo convention favoring the forming of the Confederation was ratified by the associations in the following order:

(1) Cincinnati.	(13) Alexandria.
(2) Washington.	(14) New York.
(3) St. Louis.	(15) Concord, N. H.
(4) Buffalo.	(16) Rochester.
(5) Louisville.	(17) Cleveland.
(6) Toronto.	(18) Harrisburg.
(7) New Orleans.	(19) Richmond.
(8) Pittsburg.	(20) Ellicott's Mills, Md.
(9) Quincy.	(21) Lexington, Ky.
(10) Charlestown, Mass.	(22) Charleston.
(11) Philadelphia.	(23) San Francisco.
(12) Georgetown, D. C.	(24) Montreal.

On February 20, 1855, a circular was issued by the Central Committee, through General Secretary Langdon, announcing the completed organization of the Confederation.

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sponding secretary of the Washington association. But it is as general secretary of the Central Committee of the Confederation that he signs his name to the call for the second convention in 1855. For when the committee met for organization in Washington, in view of the fact that the Washington association had both a corresponding and recording secretary, the term general secretary was employed to designate the executive officer of the Central Committee of the Confederation. This title was used only of and by Mr. Langdon during the single year (1854-55) in which he held the office. It was not adopted by his successors.*

7. The Constituency of the Convention—the Early Associations

These associations of fifty years ago thus happily confederated were composed wholly of laymen as

*Fourteen years later, when the Washington association, in 1868, called George A. Hall to become its employed executive officer, it had need of a new title for the new office, and again in Washington there was resort to the name of general secretary. Three years later, in 1871, was held in Washington, after the adjournment there of the international convention of that year, the first meeting of the salaried officers of the North American associations. No two of the thirteen who then met were called by the same name. The title of the Washington member, general secretary, seemed to all the preferable one and was adopted. It slowly commended itself to the choice of the associations. In the Year Book of 1873 is given the first list of employed officers under this title. The name being not yet generally applied it seemed at that date needful to put in a foot note the following statement: "By this name is intended the officer of the association who is salaried to give all or a specified portion of his time to the work of the society."

Gradually the name commended itself to the associations of this and other continents. In 1882 the New York association changed the official title of Mr. McBurney from corresponding secretary of the board of directors to general secretary. In 1878 the committee of the World's Conference gave the name to the first officer employed by it. This also helped to give to the title its present world currency.

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volunteers. The place of the trained employed officer or general secretary was not yet filled. No association building had been or for more than ten years was to be secured. "The Boston association," writes Mr. Langdon, "is the first, the largest and the most prosperous in the United States." It reported in 1854, a membership of 2,500, fine rooms in Tremont Temple, and large meetings of young men. Its committee on visitation of the sick numbered 150. It had formed plans to engage in the work of home missions and mission Sunday-schools, after the example of the London society. Later, on Boston Common, it held large "out-door services"—evangelistic meetings for all classes—occupying a mammoth tent for the purpose.

To the convention of 1854 the Cincinnati association reported seventy active members, beside honorary and associate, "rooms handsomely furnished, open every evening. The library contains 400 volumes of select works, and the reading room forty papers and magazines." The association was conducting seven Sunday-schools attended by five hundred children. A strong emphasis was placed upon the self-improvement of active members.

Toronto reported 120 members, weekly meetings and tract distribution.

The reports of this work so impressed Mr. Langdon that on the floor of the convention he eulogized Toronto and Cincinnati as the two associations most worthy of imitation.

New Orleans reported a ministry to sufferers from

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the plague of yellow fever, so courageous, wide and effective that it had commended the association to strong popular approval.

The New York City association—the fourteenth in the list forming the Confederation—was not represented at the convention. It had, in 1854, 1,600 members. Its work was wholly by and for young men, with reading room, library, parlors, prayer meetings, Bible classes, lectures and committee work, calling for an annual expenditure of \$2,100. This concentration upon work by and for young men was from the beginning the marked characteristic of this association.

The Montreal association, the first organized in North America, and the host of the third convention, in 1856, was not represented at Buffalo, but was among the most vigorous and active of the early associations. It was the twenty-fourth on the list of those joining the Confederation.

Of the association in Richmond, Virginia, formed a few months after the convention, the following account appeared in the *Richmond Central Presbyterian* in 1857, when the association was three years old, and entertained the convention of that year:

“One of the noblest institutions in this city is the Young Men’s Christian Association. . . . It has its committees for seeking out and relieving the destitute, for visiting the inmates of poor-houses and hospitals, for making the acquaintance of young men on their first arrival in the city, for the purpose of aiding them in finding employment and surrounding them with moral and religious influences; it furnishes teachers to Sabbath-schools, it conducts strangers to the house of God. . . . For

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the entertainment and profit of its members, it has established a library and reading room; it has its meetings for friendly intercourse, its rhetorical society for literary exercises and forensic discussions, its meetings for business and its meetings for prayer; and, in addition to these means of mental and spiritual improvement, it has formed another circle for the study of the Holy Scriptures. On every Thursday night, the hall of the association is thrown open to all who are willing to attend informal lectures and examinations on portions of Scripture selected for the occasion. This Bible class is under the direction of one of the pastors of the city; and any young man who desires to become a member of it is at liberty to do so, whether he is a member of any church or not, and whether he is a member of the association or not."

In all the work of this period, in every description and advocacy of it, the dominant note is religious, with an emphasis on loyalty to the church of Christ.

From Charleston comes to us the most enthusiastic description and advocacy in literary form of the associations of this period. It appears in a volume of 123 pages entitled "Young Men's Christian Associations," and published in 1858. Its author was an eminent minister, Dr. Thomas Smyth, of Charleston, South Carolina, who writes:

"Already these associations have done much, and have devised many hitherto unpractised, if not unthought of, ways and walks of usefulness. They are now found in the lanes and streets and thoroughfares of our cities, gathering the outcast, ragged children into schools, visiting the sick and the dying, the fatherless and the widow, and, by tracts and books and lectures, carrying the gospel to every house and hovel and garret and chamber. 'Like a sunbeam passing undefiled through the foulest atmosphere,' they are seen laboring in Christian purity and love where the basest of the race are perishing, not shrink-

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ing from their loathsome guilt, but, with Jesus' pity and Jesus' tears, offering to the very chief of sinners the cup of salvation, the bread of life, the manna of heaven, the living water, and the healing balm.

"Under their auspices, we find outdoor preaching in the streets or parks or commons of some of our large cities. They have given rise also to many valuable series of public lectures to young men. And by their annual conferences they are now converging into one center the light and heat, the enterprise and experience, of all the affiliated societies, and giving the best opportunity for awakening and diffusing the spirit of ever-widening charity."

After an eloquent description of association agencies of hospitality, Dr. Smyth says as to the future of this work:

"Every association ought to have a very comfortable, spacious, well-aired and well-situated house—*A Home*. This building should be so arranged as to provide a convenient reading room, well supplied with papers and one or more periodicals; a sitting room, commodiously furnished and suitably aired and warmed; a library supplied with fresh, attractive and profitable books; and a hall for social meetings, private lectures, essays and debates, Bible classes, and for whatever other exercises may be suggested by a wise experience.

"Every association should have the means also of providing lectures from distinguished men in all parts of the country, and of publishing and circulating such lectures, addresses, or tracts as would be found useful to young men.

"There is thus a necessity for means far beyond those hitherto provided, both for making such associations what they have not yet been, and for opening to them ways of usefulness and sources of attraction not yet contemplated.

"I appeal, then, on behalf of the Young Men's Christian Association among you, to every merchant and man of business in the community. Here is a way in which you may greatly benefit the young men of your adopted and cherished city."

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Nearly fifty years have passed away since these words were written, but they give a bright and accurate forecast of scores of association buildings now to be found in "adopted and cherished cities" of the donors, who have in this way generously acknowledged their obligation to promote the best welfare of the young men of these cities.

The convention of 1854 opened before these young associations the first period of their federation.

CHAPTER II. THE THREE PERIODS OF ASSOCIATION FEDERATION, 1854-1904.

For the purposes of this narrative the fifty years of federation commemorated in the Jubilee convention of 1904 may be divided into three periods.

The first, 1854-1866, lasting twelve years, including the period of the Civil War and the United States Christian Commission, was a time of testing and experiment for both the associations and their agencies of federation. It terminated at the opening of the era-making convention of 1866, which might be termed the convention of new departures.

The second period, from 1866 to 1883, was one of consolidation—during which both associations and federation agencies gradually grasped more fully their distinctive mission as a work by young men of many classes for young men of many classes. It was also the period of the employed officer, the building and the group or class organization.

The third and latest period, from 1883 to 1904, comprises twenty-one years of rapid growth visible in the internal development both of the individual associations and of the agencies of supervision they had created.

CHAPTER III. THE FIRST PERIOD OF FEDERATION, 1854-1866. THE CIVIL WAR EPISODE

THE TEN CONVENTIONS AND THEIR CONCEPTION OF ASSOCIATION WORK. THE CAREER OF MR. LANGDON. THE SEVEN CENTRAL COMMITTEES. WORLD FEDERATION, WORLD CONFERENCES AND EUROPEAN VISITATION BY R. C. MCCORMICK, W. C. LANGDON AND W. H. NEFF. THE UNITED STATES CHRISTIAN COMMISSION. THE CONVENTIONS OF 1863 AND 1864.

(1) The Ten Conventions and Their Conception of Association Work

During the twelve years of the first period, ten conventions, including the first, met in ten different cities—three in the South, at Richmond, Charleston and New Orleans; two in the West, at Cincinnati and Chicago; two in the state of New York, at Buffalo and Troy; one at Boston, one at Philadelphia, and one in Canada, at Montreal. More than 200 associations were organized during these years, but so many of them ceased to exist during the Civil War that not over sixty survived that struggle and were reported at the Albany convention of 1866 as still in existence. The three associations in Washington, Buffalo and Cincinnati were the only ones represented at all these ten conventions.

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(2) Story of the Second, Third and Fourth Conventions (1855-57)

Of the second and third conventions Mr. Neff writes:—

“The next year (1855) the convention was held in Cincinnati, with about sixty delegates in attendance, and was a great success. The best private houses in Cincinnati were thrown open to the delegates. Langdon was chosen president. Captain (afterwards General) W. Hatt Noble, of the Royal Engineers, was chairman of the Montreal delegation and attracted great attention by his manly bearing and interest in the cause. Montreal was selected as the next place of meeting and the Central Committee was located at Cincinnati. H. Thane Miller was chairman of the Committee, Lowry and myself were members, and Langdon and Rhee were among the corresponding members, Langdon being made the foreign secretary. That was a memorable year in the history of the Young Men’s Christian Associations. Many new associations were organized, largely through the exertions of the Central Committee. A paper was published, edited by Samuel Lowry, and had a wide circulation.”

The transfer of the Central Committee from Washington was due to the determination reached during the previous winter by Mr. Langdon “to withdraw from further official work.” In his Story of the Confederation he writes:—

“My motives in all I had so far done and tried to do had been severely characterized in certain societies. . . . It had been publicly charged that there was little real object in the scheme but my own personal aim to open an arena for my own ambition. To Mr. Helme I wrote (February, 1855): ‘I have thought my continuance as general secretary was, perhaps, positively detrimental to our dear cause, and the removal of

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the Central Committee from Washington and the appointment of some one else as general secretary would free the Confederation from many disagreeable and serious drawbacks upon its unanimity and strength.' My wish and purpose, however, to retire were most earnestly resisted. Messrs. Neff, Helme and Lowry combated my intention. The last named wrote: 'I could not but consider it fatal to the union of our associations.' Mr. Neff visited me and I consented to write the report for the Paris Conference (the first General Conference, August, 1855), and to retain the general secretaryship until the next convention (September, 1855), on the understanding that the Central Committee should then be removed from Washington and I be permitted to retire from official position and duty."

The story of Mr. Neff continues:—

"To the convention of 1856 at Montreal, New York, Philadelphia, Boston and Brooklyn sent representatives, though all did not become full members of the Confederation. The people of Montreal gave us a hearty welcome. Three hundred delegates were in attendance. Among the vice presidents were George H. Stuart of Philadelphia, R. C. McCormick of New York (afterward governor of Arizona), who in the previous year had been welcomed in a tour among the European societies as the first representative among them of the associations on this continent, and Major R. C. Gilchrist of Charleston. Our meetings were held in the largest church in Montreal, and the evening audiences numbered fifteen hundred people. Lord Frederick Bruce, the brother and representative of the Earl of Elgin, then governor-general of Canada, gave us a reception at the viceroy's residence on Montreal Mountain. The Confederation was now a success, and from that day went on increasing in power, influence and usefulness.

"An amusing incident shows the spirit of the convention. The Cincinnati delegates, with those from Cleveland and several other Ohio cities, went by boat down the St. Lawrence river. A fog detained the steamer and, instead of arriving

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early in the morning in time for the first session, we did not reach Montreal until late in the afternoon. A reception committee met us at the gangway, and much to my surprise, informed me that I had been elected president of the convention and was expected to take charge of the public meeting in the American church that evening. The church was filled with a large audience. I gave out the hymn 'Blest be the tie that binds.' Immediately there was a titter in the audience. But everything seemed right and I read the twelfth chapter of Romans. The titter had now broadened almost into a laugh, but the audience seemed in a very good humor and there were unmistakable symptoms of suppressed applause. After prayer the meeting was thrown open. Immediately Jeremiah Clements of Buffalo, the oldest delegate present, arose and said: 'Mr. President, I came to this convention with grave misgivings. I thought that three hundred young men, gathered from all parts of the country, quick-tempered and hot-headed, would certainly quarrel and the convention would break up in a row, but when the first vice-president from Charleston, S. C., gave out a hymn and read a chapter, and in the evening of the same day the president of the convention, residing in Cincinnati, O., a thousand miles away, not knowing what had been done before his arrival, gave out the same hymn and read the same chapter, I saw that my fears were groundless, and that we were of one heart. I predict a harmonious and successful convention.'"

Of the following convention at Richmond in 1857, one of the surviving delegates, Mr. Samuel Lowry, writes: "It was a meeting second in importance only to the first at Buffalo. The brethren who welcomed that convention formed as fine a body of Christian young men as I have ever met, and their constant and faithful support of the general work during the Confederation period was invaluable."

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(3) Conception of Association Work—Fifth and Sixth Conventions

Work for young men during this period was an emphasized part of association effort, but federation sentiment was not yet favorable to concentration upon work for young men exclusively. It stood for a work by young men, banded together interdenominationally. The association agencies reported to the convention at Buffalo, as we have enumerated, were twofold: First and of first emphasis, the reading and social rooms, the library, the literary society and lyceum or lecture course, the prayer meeting and the Bible class—all agencies of work for young men. But, also, union Sunday-schools were vigorously advocated by the Cincinnati and other delegates and heartily approved by this and succeeding conventions, which agreed in authorizing city mission work, religious tract distribution, general evangelistic, tent and other outdoor meetings, neighborhood and district evangelization, and philanthropic work.

At the convention of 1858 in Charleston during the year of the great revival, in the warm spiritual atmosphere of the sessions, the question, "What is the true sphere of the Young Men's Christian Associations?" was carefully discussed. After long debate the answer was given: "The formation and development of Christian character in young men."

At the Troy convention, 1859, occurred a more agitating discussion of the subject. This convention

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has been termed by Mr. Langdon "the climax of the Confederation period." It was more numerously attended than any other, having three times as many delegates as its predecessor. At the suggestion of the Central Committee certain revised articles of confederation were adopted, incorporating the basis adopted by the World's Conference at Paris in 1855, and already approved by the conventions of 1856 and 1857. At the same time "the wisdom and efficiency of the present system of confederation" was reaffirmed, with the declaration "that especial care should be taken to preserve inviolate the principles and essential form of the original organization" effected at Buffalo in 1854.

But the critical discussion related to the true sphere and object of the association. The topic was presented in an elaborate paper by the Confederation founder and leader, William Chauncy Langdon. He contended that the association was "an institution for the formation and development in young men of Christian character and Christian activity," and also that "no association has any constitutional right to pursue any course whatever contrary to the denominational principles of any one of the ecclesiastical organizations which we represent," and "as certain of these organizations hold to the *exclusive* right of a divinely organized church of Christ solely to undertake the propagation of the gospel, therefore the Young Men's Christian Association is not an institution for the general propagation of the gospel, but is a function of the church,

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under the church's entire control and incapable of entering upon any field of labor which may not be also the common field of each and every denomination in the association. Only such association agencies are legitimate as are consistent with the principles of any of our denominations and which are designed to bring young men under the influence and into the communion of the church of Christ and to develop their usefulness in the church."

Mr. Langdon, while favoring a concentration of association effort upon young men, seems also to have become at this time one of those high churchmen who in every denomination find it impossible to justify aggressive religious work by the association or by any agency which is not a denominational church. There was almost unanimous disapproval of the position he took, and the following resolution was adopted without dissent save from him :

"Resolved, That while we should work specially on behalf of young men, for the sake of our associations as well as for the sake of our Master's cause, we should be ready to enter upon any work which He shall open before us." By "any work" the association men of that day understood mission, Sunday-school and general evangelistic work and various forms of philanthropic endeavor—all of which were then part of the activity of the associations.

At the close of this discussion an unnoticed but what is now to us a very interesting incident occurred. Mr. Langdon, the young father of the fed-

eration, who had been for five years and six conventions among its foremost leaders, was closing his connection with the brotherhood after an exciting discussion. In this he had stood alone in disagreement with all his associates, who nevertheless were under the spell of that respect and love for him which was justly called forth by his invaluable service to the whole brotherhood. The discussion had occurred in the committee of the whole. At its close, one of the younger delegates—a lawyer from New York—rose, and, to use the words of the convention report, “after brief remarks, complimentary to Brother Langdon, and generally conciliatory, moved that the committee rise and report all resolutions to the convention.”

That young delegate, who forty-five years ago gracefully expressed fitting appreciation of the father of association federation, was Cephas Brainerd, who in the succeeding period of association history as chairman for twenty-five years (1867-1882) of the International Committee, was to prove himself a wiser and greater leader in federation work and to awaken toward himself such esteem and love from the whole association brotherhood as he himself there expressed for his distinguished predecessor.

These two young men, as they stood on the floor of the convention of 1859, were fitting representatives of the group of federation leaders, international, state and provincial, to whom the brotherhood on this continent owes so much of its own

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leadership among the associations of all countries and continents.

Mr. Langdon now withdrew from connection with the associations. He was already an ordained clergyman of the Protestant Episcopal church and in that year (1859), he went to Italy for prolonged residence and labor in the interests of his church. After his return, nearly thirty years later, as Rev. Dr. Langdon, he came into brotherly intercourse with the International Committee and with the donor and custodian of its Historical Library, Jacob T. Bowne. At Mr. Bowne's request, as one of the instructors of the Secretarial Training School at Springfield, Mass., he prepared and delivered to the students of the school in 1887 his interesting story of the early years of the Confederation, and of his own connection with its origin and development.* This story was published in the Year Book of 1888. He also gave to the Historical Library the valuable pamphlets and correspondence in his possession relating to the first period of association history. In 1895 he accepted the invitation of the committee to attend the international convention of that year in Springfield, Mass., and received a hearty greeting and welcome at its opening session. Not long after this event he died. His work of federation abides as both a tribute and a monument, testifying in its ever increasing usefulness to the undying value of the service rendered fifty years ago by a man of

*Extended extracts from this paper are given in the Supplement.

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twenty-two to the whole association brotherhood in every land and for all time.

(4) The Agencies of American Federation

a. During the first period two strong agencies of federation were created. The first was the convention. Its annual meetings were the only stated meetings of association representatives then held. It proved an effective bond of union, associating a group of strong leaders, some of whom long survived that period and a few are still living.

b. The second strong federation agency consisted of the seven successive Central Committees of this convention, located in turn in the following six cities: (1) Washington, 1854-55; (2) Cincinnati, 1855-57; (3) Buffalo, 1857-59; (4) Richmond, 1859-60; (5) Philadelphia, 1860-64; (6) Boston, 1864-65, and (7) a second time in Philadelphia, 1865-66. The terms of service of these Committees were too brief to allow of their accumulating experience and becoming expert as agencies of federation. Each Committee realized these limitations. But each was able to make some effective use of correspondence, and several of a periodical which reinforced correspondence in promoting useful and suggestive intercourse.

The visitation which Committee members could accomplish was very limited. No visiting or office secretary was employed.

(5) World Federation Fostered

But neither correspondence nor visitation were confined to the American continent. Promptly in

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this early period, association leaders recognized that they belonged to a world brotherhood. Indeed, the Confederation Committee appears to have accomplished more visitation on the continent of Europe than in North America.

a. In 1855, the year following the first American convention, a strong delegation, including George H. Stuart and Abel Stevens, represented the North American associations at the first General or World's Conference in Paris, and took a prominent part in framing and adopting the Paris basis, which continues to be the basis and platform of the world brotherhood. At the other World's Conferences of 1855, 1858, 1862 and 1865, the American associations were also represented. Mr. Thomas H. Gladstone of London, a strong leader in the parent association, was very cordially welcomed to the North American convention of 1856, at Montreal.

b. Richard C. McCormick, one of the vice presidents of the New York association, made an extensive tour in 1854, visiting associations in all parts of Great Britain and in France, Italy, Switzerland and Syria. He was the first representative in these countries of the American associations. Everywhere he was hospitably received and greatly promoted useful intercourse between association workers on both sides of the Atlantic. Upon his return, he made a full report of his tour.

Mr. Langdon preceded, accompanied and followed Mr. McCormick's tour by extensive foreign correspondence. He proposed a carefully arranged sys-

tem of international correspondence and the proposal was approved and recommended by the first World's Conference in Paris. Already his own correspondence had been a strong factor in promoting the call of that conference in 1855, and it was at that early period extensive enough to enable him also to prepare and submit to the same conference a very interesting report of Young Men's Christian Associations not only in North America but throughout the world, the fullest statement of the kind which up to that time had been published. He continued to be the foreign secretary of the Central Committee until the close of his connection with the work in 1859.

The first six months of 1857 Mr. Langdon spent in a tour of the European associations, receiving hearty welcome in Great Britain, France, Holland, Germany and Switzerland. To his presentation of the methods and advantages of federation as realized by associations on this continent, can be traced the origin and call of the first conference of British Young Men's Christian Associations, held at Leeds, in September, 1858. This resulted later, in a general union of the British associations consummated in a conference at London in July, 1859. This conference W. H. Neff attended during a European tour, of which he gives the following account:—

"In 1859 I visited Europe as the representative of the Central Committee. I was kindly welcomed in Chester. In London, I was hospitably received by Thomas H. Gladstone and William Ferguson, whom I had entertained in Cincinnati.

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W. Edwyn Shipton, the accomplished secretary of the London association, took me to call upon the Earl of Shaftesbury, whom I afterwards met at the annual banquet of the London association, of which he was the honorary president. I met Mr. (now Sir) George Williams, the founder of the London association, and his employer, Mr. Hitchcock, and spent a pleasant evening in company with Rev. James Hamilton. In Geneva, I had a delightful afternoon with Henri Dunant, a pioneer in the continental work of the associations and afterwards the founder of the Red Cross. On my return, I reported to the Central Committee what I had seen and heard."

(6) The Civil War Episode, 1861-65

a. The Civil War in the United States occasioned a remarkable episode in association activity and the work of federation organized was confined necessarily within the limits of the field of conflict. The breaking out of the war in April, 1861, made it impracticable for the Central Committee of the Confederation, resident in Philadelphia, to call during that year or the next the usual convention, and the same absorbing event suspended the home activities of most of the associations in the United States. But a new field of engrossing effort was opened. Within a month after the war began, the association in New York City appointed an army committee, which began to labor at once among the soldiers in the numerous camps near that metropolis. Devotional meetings were held in camp and tent. A pocket edition of a Soldiers' Hymn Book was widely circulated. Of twenty-two camps visited, only four had chaplains. News of the first battle drew at once

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two members of the New York committee to the scene of suffering.

Urgent need was widely felt of coöperation on the largest scale by associations and the Christian public in the United States. At the suggestion of the New York association, the Central Committee called a convention of delegates to meet in that city. The extraordinary nature of the emergency made this a sectional or district, not an international meeting, and it is, therefore, not numbered in the official list of the North American conventions. Forty-two delegates from fifteen associations came together and resolved to take active measures to promote the temporal and spiritual welfare of soldiers and sailors in the army and navy of the Union. To this end the convention appointed a new executive agent to act for and with not only the associations but the Christian churches and communities of the section of the continent represented by the delegates. To this agent it gave the name of "The United States Christian Commission" and instructed it to enlist as far as possible the entire Christian public in the wide and important service to be rendered. The Commission thus appointed consisted of twelve gentlemen from eight leading cities. Its chairman was George H. Stuart of Philadelphia, the president of this convention and the chairman of the Central Committee which had called it together. The Commission proved to be one of the most beneficent agencies ever devised to alleviate the miseries of war. It communicated with associations through their

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army committees and coöperated with the United States Sanitary Commission in its medical and hospital work. It served as the medium by which Christian homes, churches and communities ministered spiritual mingled with material comfort to the Union soldiers in field and hospital. During the war the Commission received and distributed voluntary contributions in the shape of stores worth nearly three millions of dollars. Two and a half million dollars in money was received and expended. It sent out as helpers, both in hospital and gospel work, a multitude of Christian men and women, including many pastors, for such periods of time as they could volunteer their services. Among them were D. L. Moody and George A. Hall and many other association workers, who began during the war a fellowship in Christian service which they continued for many years afterward in the Young Men's Christian Association, local, state and international.

The work of the Christian Commission belonged distinctively to the Young Men's Christian Association only in its origin. Every assistance in their power associations rendered through their army committees. But they were still a feeble brotherhood, without permanent property and employed officers. Their Central Committee had not yet secured expert salaried officers and become such a strong agency of supervision as the brotherhood possessed in its International Committee in 1898, when the Spanish-American war broke out, and an army and navy department with expert secretaries,

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international, state and local, was immediately organized, commanding the confidence of the national authorities, and speedily reaching with an effective association ministry the needs of both soldiers and sailors in camp and field, on shipboard and at naval station.

The Christian Commission of 1861-65, however, commanded generous popular sympathy and support. The magnitude of its work is indicated in the following summary statement:

Delegates commissioned and sent out.....	4,859
Cash expended.....	\$2,513,741
Value of stores donated and distributed.....	2,839,445
Value of Bible reading matter donated and distributed.....	299,576
Number of Bibles and parts of Bibles distributed.....	1,466,748
Number of bound books distributed	296,816
Number of hymn books distributed.....	1,370,953
Number of papers, magazines, etc., distributed.....	19,621,103
Number of pages of tracts distributed.....	39,104,243
Number of knapsack books, in flexible covers, distributed.....	8,308,052
Number of sermons preached by delegates.....	58,308
Number of prayer meetings held by delegates.....	77,744

During these years of war, some of the associations in the South, notably the society at Richmond, were individually active in Christian work among the soldiers of the confederate army, but no general organization of this work was attempted, although a number of useful regimental associations were formed.

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b. During this war period two regular international conventions were held. The first was the ninth in order since the Buffalo convention of 1854. It met in Chicago, June 4-7, 1863, George H. Stuart of Philadelphia, chairman of the Commission, presiding. Thirty associations were represented. This convention refused to recognize the qualifications for membership in it established by the Confederation and the rule giving to each association equality in representation with every other. This ended the life of the Confederation. The convention of 1864 was held in Boston, Massachusetts, Joseph A. Pond of Boston, presiding. Twenty-eight associations were represented by 136 delegates. These meetings were full of Christian enthusiasm, and from all the reports given it appeared that the main activity of the societies represented was being absorbed in the army and commission work. In both conventions earnest appeals were made in advocacy of that distinctive and exclusive work for young men, the promise and usefulness of which were already clearly discerned by many association leaders.

CHAPTER IV. THE SECOND PERIOD OF FEDERATION, 1866-1883.

THE CONVENTION OF NEW DEPARTURES, 1866. CONCENTRATION ON WORK FOR YOUNG MEN. THE FIRST TERM OF THE INTERNATIONAL COMMITTEE; ITS CHAIRMAN, SECRETARIAL MEMBER AND FIRST AGENT. THE CAREER OF H. THANE MILLER. ESTABLISHMENT OF STATE AND PROVINCIAL CONVENTIONS. THE SECOND TO THE SIXTH TERMS OF THE COMMITTEE. ITS GENERAL SECRETARY. THE EVANGELICAL TEST ADOPTED. WILLIAM E. DODGE, PRESIDENT OF THE CONVENTION OF 1869. THE FIRST BUILDINGS AND SECRETARIES. TWO PHASES OF LOCAL, STATE AND PROVINCIAL WORK. VISITATION IN THE SOUTH. GENERAL SECRETARIES' CONFERENCES AND SECRETARIAL TRAINING. INTERNATIONAL GERMAN-SPEAKING, OFFICE, TRAVELING, NEGRO, STUDENT AND RAILROAD SECRETARIES. D. L. MOODY. GROWTH OF STATE, PROVINCIAL, SECRETARIAL AND BUILDING MOVEMENTS. WORLD FEDERATION AND CONFERENCES. ASSOCIATIONS STARTED IN FOREIGN MISSION LANDS.

(1) *The Convention of 1866*

The second period of federation opens with the convention of 1866 at Albany, which may be justly called the convention of new departures—departures, however, which were wisely based on the experimentation of its predecessors.

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a. Concentration on work for young men.

Already in the conventions of 1863 and 1864, concentration upon work by young men for young men exclusively had been vigorously advocated by Reverend, now Bishop, Henry C. Potter and Cephas Brainerd. Again in 1865 and in this convention of 1866 it was advocated so effectively under the leadership of Mr. Brainerd and Mr. McBurney, who had now been for four years the employed executive of the New York association, that methods outside of this distinctive work for young men began to lose some of the hold which they had upon the associations.

b. More conventions established.

Another new departure was due to the high valuation put upon the convention and what it had already accomplished in its ten annual meetings. This valuation led to a desire to multiply convention influence by increasing the number of such delegated meetings. If all the associations in all parts of the continent were to benefit by this agency, a single annual meeting was inadequate. Therefore, the convention's new Committee was instructed not only to call annually the international convention and improve its program, but also to call, through its corresponding members in each state and province, state and provincial conventions,—a new departure destined to greatly promote effective federation supervision.

c. Convention Committee localized for three years.

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A second approved federation agency had been the seven successive Central Committees of the convention. The last of these called and reported to this convention of 1866. Its headquarters were in Philadelphia, which had been the residence of a Central Committee for a longer period than any other city. On the basis of its own experience and that of its six predecessors, the Philadelphia Committee urged in its report that betterment of the Committee's work would be secured by a new departure in locating its headquarters in one city for at least five years. In response to this recommendation, the Albany convention conservatively established the Committee for only three years (1866-1869) in New York City, where it had never yet been located, and instructed it to call state and provincial conventions through its corresponding members, to publish a quarterly magazine, and to invite the associations to observe the first Lord's day in November as a day of special prayer for young men and Young Men's Christian Associations. After an experience of two years the second Lord's day in November was substituted for the first.

(2) First Term of the International Committee—1866-1869

This appointment proved to be the beginning of a Committee which, from time to time enlarged, has continued in office ever since. During its first triennial period it consisted of five members—all resident in New York City—with a corresponding

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member, as had been true of its predecessors since 1863, in each state and province. It continued correspondence and issued as a periodical *The Quarterly*, containing association intelligence and discussion.

a. The Chairman.

In its second year Cephas Brainerd was chosen chairman, and continued for twenty-five years to render invaluable service in that office. Of this service R. R. McBurney, associated with him on the Committee during the entire quarter century, wrote: "In the beginning and when it was unpopular, he grasped the basal idea of association work as a work by young men for young men, and clung to it tenaciously. Every report of the Committee to the conventions, during his chairmanship, was written by him. For five years, until 1872, he conducted the entire correspondence, and until his resignation, twenty years later, it was under his careful supervision. The work of the international secretaries was prosecuted under his direction. This remarkable unsalaried service for so many years, by one thoroughly qualified leader, was of incalculable benefit to the work for Christ among young men in this and other lands."

b. The Secretarial Member.

The service of Mr. McBurney himself upon the Committee from 1866 until his death in 1898 is worthy of special mention. It was a service rendered vigilantly and industriously by one who, beginning in 1862, was for thirty-six years secretary

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in New York City of the largest and strongest of the North American associations, and who during all this period was himself the most expert, successful and influential of association secretaries on this continent.*

c. The first Employed Agent.

In its third year (1868-69) the Committee, as instructed by the convention of 1868, secured its first employed agent, selecting for the office Robert Weidensall, still its honored senior secretary. His

*Mr. McBurney continued as one of the most active members of the Committee until 1895, serving effectively on its subcommittees and for the last three years as chairman of the committee on the foreign work. His resignation was accepted with the greater reluctance because at the time of it—as his biographer, Dr. Doggett, says—he seriously questioned the wisdom of the Committee in increasing so steadily the number of its secretaries and the size of its budget. “Two divergent theories were held,” writes Dr. Doggett; “one that the chief agency of supervision ought to be the State Committees; the other, as Mr. McBurney described it, held that the more state work is developed the more need there will be for the international work. Mr. McBurney strongly opposed the latter view.” “But,” Dr. Doggett adds, “he accepted a position as a member of the advisory section of the Committee and continued in this relation until his death.” Also in the year following his resignation, Mr. McBurney attended the annual conference of all the international secretaries. For three days he listened to the reports submitted in turn by each member of the force. He participated in the discussions. “At the close of the conference he expressed his enthusiastic appreciation of the work the Committee was doing.” On this occasion he confessed to the writer the disappearance of his feeling of solicitude about the expansion of the work. And at the next international convention (1897), the last one he attended, in the year before he died, when it was proposed to expand the international work still further by creating a new department and adding a Bible secretary, he not only advocated this new departure, but pledged a personal contribution of \$250 toward the salary of the new secretary. He was the first to pay his subscription, though the office was not filled until after his death. Thus by his last subscription to the international work he advocated its expansion as no menace to the best interests and welfare of that work for young men in the love and service of which he lived, labored and died.

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first field of visitation was not in the East or South or in the Central West, but in the territory beyond the Mississippi, in towns springing up along the line of the Union Pacific Railroad, then in course of construction. He was at first known as "the western agent" of the Committee.

d. State and Provincial Conventions.

In its first year (1866-67) the Committee called through its corresponding members five state conventions, in its second year ten and in its third year fifteen state and provincial conventions. Each of these followed as far as practicable the procedure of the international. At each of them the Committee was represented by its corresponding member and at many by some other members or representatives. These meetings fulfilled expectation in multiplying the benefits of federation intercourse.

e. The Career of H. Thane Miller.

During this period the Committee called together the conventions of 1867, 1868 and 1869—meetings which, under its leadership, steadily improved in program, attendance and discussion. One important factor in this improvement was the service as president in 1866, 1867 and 1868, of H. Thane Miller of Cincinnati. He was not only president of these three critical meetings and of the convention of 1872, making such a record as to win affectionate respect and confidence throughout the continent, but he came to all succeeding conventions until his death in 1898, receiving cordial welcome to the platform from his presidential successors and equally from the dele-

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gates. During these thirty years, he was also a familiar figure and leader on the platform of state and provincial conventions and of city associations, North, South, East and West. At one Canadian convention his election as president was insisted upon. Federation work in all its phases, international, state and provincial, had no other convention friend and promoter so efficient. With every phase of association effort he became familiar. With each he was sympathetic. In the promotion of each he was skillful and influential.

(3) Second and Third Terms of the International Committee, 1869-1875

The Committee was continued for its second and third terms of three years each by the conventions of 1869 and 1872. It was instructed to secure in addition to Mr. Weidensall a second employed agent to act as secretary and editor.

a. The second Employed Agent.

This officer was secured, December, 1869, in the person of the Committee's present general secretary, who for the first two years was almost wholly occupied in editing the monthly periodical of the Committee, then known as *The Association Monthly*.

b. The Evangelical Test Adopted.

The Portland convention, carefully disclaiming any "authority or control over the affairs of associations" already organized, conditioned representation in the convention of associations which should be organized after that date (July, 1869) upon their adopt-

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ing the evangelical test of active membership,—a test already widely prevailing. The associations in convention assembled thus prescribed for associations yet to be organized a condition relating to their voting membership upon which alone they could enjoy full fellowship in the brotherhood. The correspondence of the Committee bears witness to the strong influence of the convention in gradually inducing the general adoption of this rule of membership, both by associations organized before, and by those organized after 1869. The act of the convention, followed up by the influence of its agency of supervision, thus helped to shape a fundamental feature in the constitutions of the local associations. Each association, however, has continued free and independent in its relation to the test. Some in the exercise of their freedom have given it up and withdrawn from the brotherhood, and later by re-adopting it have resumed full fellowship. The present practical unanimity is the result of the free action of the local associations.

The president of the convention of 1869 was William E. Dodge, to whom as president of the New York City association, that society was already indebted for a leadership which was then securing for it the first distinctive association building. Engrossing attention to the city organization had forbidden his acceptance of membership on the International Committee. But from the beginning of its work, and until his death thirty-six years later, he stood in an influential advisory relation to this parent

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federation work. During all its early, most difficult financial years he made the largest stated contribution to the Committee's treasury, steadily increasing this annual gift until the end of his life and giving also one tenth of its Jubilee fund. In every difficult financial emergency he was ready with additional help. His sympathy was also made effective by words fitly spoken at critical times, when such words from him carried unusual weight and influence. So that it is impossible to express the value of his generous gifts, his wise counsel and that un-failing brotherly sympathy which had in it more of helpfulness than comes from words of commendation, warning and counsel. He was again chosen president of the Jubilee Convention which met in Boston in 1901.

c. The first Association Buildings and the Work and Secretaries in them.

In 1869 the New York City association entered its first building, which was also the first genuine association building ever specially erected to accommodate the fourfold work, social, physical, educational and spiritual. The Washington association at this time also secured a building, commodious, but less complete in its appointments. In these buildings, Robert R. McBurney and George A. Hall, as secretaries of growing qualification, began to erect that standard of secretarial efficiency to which their associates in other cities gradually conformed as associations with secretaries multiplied.

In the New York building, on its completion in

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December, 1869, the International Committee occupied as its first office a room granted to it by the New York association. The Committee continued to occupy it free of rent for eighteen years.

In other cities buildings and rooms were secured more adapted to general evangelistic uses than to distinctive work for young men. A visit to such a building is thus described by the general secretary of the International Committee:

"In the year 1870, soon after the New York building had been dedicated, I visited Chicago and as a beginner in association work was deeply impressed with the contrast between the building which I had just left and the Chicago building, which in its very large hall had ample provision for the evangelistic services, held there every Sunday. But there was comparatively little accommodation in this ample building for the fourfold, distinctive work for young men. These two buildings stood, in 1870, for two differing phases of work then prevalent in the associations.

"The constitutions of the two associations also gave evidence of this difference. Before 1867 the Chicago constitution had stated as the object of the society 'the improvement of the spiritual, intellectual and social condition of young men.' But soon after that date this statement was amended to read: 'the spiritual, intellectual and social improvement of all within its reach, irrespective of age, sex or condition.' The New York constitution had been amended by the addition of the adjective 'physical' to read: 'the improvement of the spiritual, mental, social and physical condition of young men.' "

d. Two Phases of State and Provincial Work in 1873.

These two phases of work also appeared in a marked way in the development of the state and

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provincial organizations, which continued to grow in number and efficiency. On the floor of the international convention in the summer of 1873, at Poughkeepsie, the state work, as then conducted, was reported and discussed. Though eighteen state and provincial conventions were held that year, only that of Pennsylvania had a state secretary. The chairman of the Massachusetts Committee reported the employment by it of an evangelist, with whom members of the Committee had spent 101 days and evenings, visiting forty-eight of the cities and larger towns of the state, awakening churches and communities. Four hundred conversions had resulted. Some members of the Committee had given between twenty and thirty days of their time to this work, and a leading pastor in Massachusetts had declared that "an organization which had originated and carried forward such a canvass as this had proved its right to exist." The aggregate time given by the members of the State Committee was 161 days; they travelled collectively 20,000 miles during the canvass. Such a report made a profound impression upon the convention and presented a type of state work commanding wide attention and approval.

The Ohio state work was reported with special emphasis upon the state convention. The evangelistic influence of its meetings was conspicuous. It was then the only state convention which followed the international in tarrying over the Lord's day in the place of meeting. It impressed the whole community where the delegates met beyond

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what was accomplished in this direction in any other state. In fact, Ohio was setting an example which has since been followed generally elsewhere. In Ohio, also, there had been considerable evangelistic visitation similar to that reported from Massachusetts, and much inter-visitation of associations by delegates and representatives for the purpose of holding stirring gospel meetings of a general character.

Pennsylvania was represented in this discussion by its state secretary, for the Pennsylvania Committee was the first to follow the local organizations and the International Committee in securing as early as 1871 an employed officer. Happily this pioneer state secretary was Samuel A. Taggart, who for nearly eighteen years was to define and illustrate satisfactorily the functions of this important office. For the first five years he stood alone among the employed agents of State Committees in emphasizing as of first importance work for young men exclusively. At Poughkeepsie, in 1873, he reported that under his leadership, each year, a series of public meetings was held throughout Pennsylvania, which exerted a strong evangelistic influence and was accompanied by many conversions. But in each of these meetings much attention was given to the work of the local association, and Mr. Taggart contended—to use his own words—that “the state secretary is not a missionary nor an evangelist, though he should always be evangelistic in spirit, but this spirit should be manifested in specific efforts to bene-

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fit and build up Young Men's Christian Associations. It is comparatively easy to awaken great temporary enthusiasm, but it is quite a different thing to count correctly upon the patient continuance of the members in the work and upon their not expending *all their zeal* during the *first three months of the first year.*"

In the same discussion a member of the New York State Committee spoke in a disheartened way about the convention in that state and the work of its Committee during the past seven years. Neither convention nor visitation had given the apparent results reported by the brethren from Massachusetts, Ohio and Pennsylvania. The type of work presented in Pennsylvania was the type toward which the New York methods pointed. But the New York Committee, under the leadership of Mr. McBurney, was unwilling to resort to general evangelistic methods and had not yet secured the qualified state secretary whom they were seeking and were soon to find.

The wide outlook over the whole field from the standpoint of the convention of 1873 was at the moment bewildering. The double objective prevailing in the first confederation period of association history was still in evidence. The excellent feature in Pennsylvania and New York was emphasis upon the individual local association, and the importance of its being studied and helped by the agency of supervision to a definite fourfold work for young men. The strong feature in Massachusetts and Ohio was the presence of the evangelistic fervor and

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spiritual results of first importance in all Christian work. But distinctive work for young men was not fostered.

The two tendencies, however, while in conflict as to form and methods, were advocated by friends who had the same supreme aim. For in Pennsylvania the desired emphasis on work for young men was accompanied by such evangelistic effort for them as was necessary to fulfil the supreme spiritual purpose of the association. And in New York a few years later, as state secretary, George A. Hall accomplished the same evangelistic result while organizing work for young men in that state. Soon afterwards several state organizations, including Wisconsin, Ohio, Massachusetts and Illinois, adopted these lines of effort. The Chicago association gradually concentrated upon work for young men. The general evangelistic work continued for a time popular in some states, but ultimately work for young men exclusively and emphasis upon the evangelistic spirit in this work prevailed.

e. Relations of the Federation Agencies.

The state and provincial organizations, while independent of the international, early began to follow its example by creating each an Executive or State Committee of its own, by adopting the same test of active membership and by holding a direct relation to the independent local associations. Later they secured incorporation, with permission to hold property for individual associations as well as for themselves. These federation agencies also from the

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beginning, as parent and children, so supplemented one another by wise consultation and coöperation that the best local association work was accomplished, as a rule, where both agencies *harmoniously exerted their joint ministry of help.**

f. Visitation in the South.

In the winter of 1870-71, the International Committee's work of visitation was extended to the South. One of its members, William F. Lee, and the secretary of the Washington association, George A. Hall, effectively visited on behalf of the Committee some of the leading cities of the South. This led to southern tours yet more extended and fruitful in succeeding winters by Mr. Hall, accompanied by Thomas K. Cree, then under government appointment as secretary of the National Indian Bureau at Washington. Steady progress in the work at the South resulted. Their experience in this visitation also led these two friends a few years later to devote themselves wholly to association supervision, Mr. Cree in the international, and Mr. Hall, as already mentioned, in the state work of New York.

g. General Secretaries' Conference and Secretarial Training.

In 1871—after the adjournment in Washington of the international convention—the salaried officers of

**Polity of Young Men's Christian Associations*, p. 12. The relations of the agencies of federation to one another and to the associations and the acts of conventions relating to them are so fully treated by the author in this *Polity* pamphlet that the subject is only briefly referred to in this sketch of association federation.

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the associations met in conference for the first time. Thirteen were present, and formed "The General Secretaries' Association." This was the beginning of a series of annual meetings which proved to be institutes for the training of secretaries and of candidates for the office. At its first meeting the name of general secretary—then borne by only one of their number—was chosen by these officers. For the first fifteen years the program of the annual meeting was carefully prepared in consultation with the International Committee and its office force. For the Committee Mr. McBurney was the chief counselor. The valuable secretarial pamphlets and literature of the conference were edited or carefully revised in the international office. In those early years, the number of assistant secretaries was very small and the chief source of secretarial training and supply was the secretarial bureaus of the International and State Committees, reinforced by the annual meeting of the secretaries' conference as an efficient auxiliary.

In 1879, out of 161 secretaries then holding the office, 124 were present at the secretaries' conference—this was owing in part to formal request for their attendance by the International Committee, a request which the Committee annually made of boards of directors employing secretaries.

h. A German-speaking International Secretary.

A German-speaking secretary was authorized by the convention of 1874, and secured by the Committee in the person of the late Rev. Fred. von Schluem-

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bach. For seven years, during a period of very large German immigration to the continent, he organized and promoted the efficiency of German-speaking branches of associations in cities where German-speaking young men were most numerous. These branches served a valuable though, as it proved, a temporary purpose, most of them having now lost their exclusively German name and character without losing their attractiveness to young men of German birth and descent.

(4) The Fourth, Fifth and Sixth Terms of the International Committee, 1875 to 1883

The conventions of 1875, 1879 and 1881 reëlected the Committee for its fourth term of four years, and its fifth and sixth terms of two years each. The length of these terms was regulated by the fact that the meetings of the convention became biennial after the year 1877. The Committee was also gradually enlarged by increasing the number resident in New York to nine and by adding in 1875 a group of fifteen members resident in representative cities. The convention of 1879 formally adopted for the Committee its present designation, International, a name which usage had given it for many years and by which it had been widely known.

a. Office and Traveling Secretaries added to the International Force.

During this period, in 1875, Erskine Uhl became the office secretary of the Committee and Thomas

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K. Cree a traveling secretary. Both still continue active members of the Committee's force.

b. International Secretaries for the Negro, Railroad and Student work.

The conventions of 1875 and 1876 authorized the employment of international secretaries for work among railroad and colored men, and the convention of 1877 of a college student secretary, Luther D. Wishard, to form and strengthen associations in colleges and to foster among them intercollegiate fellowship and coöperation. This was an important new departure, occasioned by the fact that in the early seventies specially vigorous efforts were being made to adapt the principles and methods of the association to organizations composed exclusively of members from these important classes of young men. This involved a certain segregation and isolation of these societies and their members, uniting them to one another in each group by peculiar ties of fellowship. On the other hand it equally involved a union of these class societies with the whole association brotherhood which was essential to the unity and highest usefulness of that brotherhood. Both the segregation and the unity have been happily conserved and harmonized. This is among the results of wise federation supervision promptly undertaken at the beginning of the movement among each of these groups and later among other classes of young men. It would be difficult to exaggerate the importance of both the segregation and the unity thus accomplished. Every new achievement in this

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direction strengthened confidence in the ultimate adaptation of association organization and methods to all classes of young men.

c. Further growth of State and Provincial Work.

State and provincial conventions continued to grow in influence. Emphasis upon general evangelistic meetings and canvasses gradually diminished. These meetings were attended very widely with blessed results in numerous conversions and were gratefully appreciated by many pastors and communities. But they did not result, as their advocates had confidently hoped they would, in multiplying and strengthening associations and their distinctive work for young men. In 1878 twenty-six state and provincial conventions were held and six State Committees were employing state secretaries, five of whom were chiefly occupied with holding general evangelistic meetings. In 1879 twelve State and Provincial Committees were employing secretaries, of whom only four were chiefly occupied with the work of an evangelist. The remainder were engrossed in distinctive association work. In 1883 thirteen State and Provincial Committees were employing state secretaries, of whom all but one or two were devoting themselves to distinctive association work. The international secretaries, now nine in number, were from the beginning wholly occupied with this work. To this happy result careful and thorough specialization during the seventeen years since 1866 had brought the agencies of federation and the brotherhood they were serving.

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d. D. L. Moody and the Associations.

The career of Dwight L. Moody and his relation to the associations, first as a leader among them and then as the preëminent evangelist, vividly illustrates the change which has just been described. Mr. Moody was a lifelong friend of the association and frequently testified: "It has done more, under God, in developing me for Christian work than any other agency." As the head of the Chicago association, he was until 1870 its conspicuous delegate on the floor of the international convention, advocating the general evangelistic type of work. After that year he ceased to attend, becoming wholly absorbed in this work within and outside of the association. After nine years he reappeared in the international convention of 1879 at Baltimore, not as an association officer but as a world-famous evangelist, who, on both sides of the Atlantic, had so contributed to the growth and development of these associations by encouraging their formation, procuring buildings for them, stimulating their evangelistic work for young men and the spiritual life of their leaders, that he was unanimously and enthusiastically welcomed to the presidency of the convention.

A few days before, meeting the secretaries of the continent in their conference and speaking of his experience as an officer of the Chicago association, he said he became satisfied as early as 1873 that as an evangelist his field of service was not that of an association secretary. In answer to the question: "What agencies do you think the association should

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use?" he said: "There are many ways of reaching young men. I would recommend a gymnasium, classes, medical lectures, social receptions, music, and all unobjectionable agencies. These are for week days. We do not want simply evangelistic meetings. I have tried that method in association work and failed; so I gave it up and became an evangelist. You cannot do both and succeed." In answer to the question: "What do you consider the great need of the association work now?" looking into the faces of seventy-six association secretaries, he answered: "More trained secretaries, and more training schools such as this conference. Every secretary ought to be training suitable young men for secretaries. There are many places in this country where such men could be placed and the money raised for their support. The general secretary needs training for his work. A man cannot be an evangelist and a general secretary without spoiling his work in both."

While accomplishing his wonderful work as an evangelist, Mr. Moody always showed himself to be the friend of the association secretary in the place where he was working and of the association movement there and elsewhere. It might be justly said of the secretaries whom he addressed in Baltimore that he had influenced the spiritual life and evangelistic activity of so many of them as to make his personal influence upon them a strong factor in giving to the work of the brotherhood its evangelistic character.

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He was always an efficient, helpful friend of the International Committee in its federation work. In some of the early critical years he secured the largest annual contribution to this work. In his later life he was one of the most helpful friends of the student work, as host and leader of the parent student summer conference at Northfield. In those difficult years of the movement he made possible the employment of additional and sorely needed international student secretaries. And as the friend of students and of Christian leaders among them he gave evangelistic impulse to the entire student association movement and its supervision.

e. Training and Securing Secretaries.

During all this period increasing emphasis was laid in federation work upon training and securing association secretaries. By careful visitation the demand was created for such secretaries in cities, colleges and railroad communities, and in states where the support of state secretaries could be secured for part or all of their time. The demand having been created it was supplied with men as qualified as could be obtained. The supply of this demand involved keeping in the office of the Committee careful registry of the names and records of secretaries already in office, correspondence with them, making inquiry for candidates, and vigilant relation to the meetings and publications of the secretaries' conference, especially during the first fifteen years of that conference.

In 1881, 161 candidates were dealt with through

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the international office, forty-nine of whom became secretaries. In this year the census told of 206 cities in the United States and the Dominion of Canada with a population of 7,500 and over. Less than half the number (ninety-four cities) had association secretaries. Three years later, 193 cities had secretaries, secured largely through this specialization on secretarial training by both International and State Committees. At this time, before the training schools had been founded, the International Committee sent candidates to four cities of 50,000 or less population, in each of which the secretary had the gifts of a teacher. In 1883, sixty-four candidates were trained at these points and fifty-two of them entered the work. Some years later, when the first training school was being established, the head of the secretarial bureau of the International Committee, Jacob T. Bowne, was sought and obtained as its first secretarial instructor.

f. Growth of the Building Movement.

For associations with good secretaries adequate buildings were needed, and vigorous campaigns for them were entered upon by the supervisory agencies. Some associations had secured buildings fitted for evangelistic work rather than for the all-round work. Information regarding the best buildings, adapted to the four-fold work for young men, was always accessible in the international office. Every effort was made to embody in new buildings the best features of their predecessors and to create that

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genuine evolution which has strongly characterized the association building movement from its beginning.

(5) World Federation—World's Committee Formed

Active and increasing intercourse with the associations of other continents was also maintained during this period. An extensive tour of the European associations was happily accomplished by one of the members of the International Committee, Mr. James Stokes, Jr., and fully reported by him to the convention of 1869.

The triennial meetings of the World's Conferences were attended on behalf of the International Committee by Mr. McBurney, by its general secretary, and other representatives. At the conference of 1878 at Geneva, in Switzerland, forty delegates from North America were present, and under the influence of American precedent the conference appointed for the first time an Executive Committee with a working quorum of its members resident in Geneva. Owing to hearty support from the British and American delegates this Committee was able at once to employ as its general secretary Mr. Charles Fermaud. He came as the guest of the American secretaries to attend the international convention and secretaries' conference of 1879, and to study association work on this continent.

In this period, also, some of the students who had been in association work during their college life

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graduated and reached the foreign field as missionaries. They organized several student associations on the American plan in missionary colleges with which they became connected, and began correspondence with the student secretary of the International Committee concerning the extension of this college work into foreign mission lands.

CHAPTER V. THE THIRD PERIOD OF FEDERATION, 1883-1904

THE TIME OF GREATEST ENLARGEMENT. INCORPORATION OF INTERNATIONAL COMMITTEE. SPECIALIZATION ON INTERNAL DEVELOPMENT OF LOCAL ASSOCIATIONS, IN BUILDINGS AND SECRETARIES, IN ORGANIZATIONS OF STUDENT, RAILROAD AND OTHER CLASSES OF YOUNG MEN, AND IN THE PHYSICAL, EDUCATIONAL AND RELIGIOUS WORK. METROPOLITAN AND COUNTY ORGANIZATIONS RECOGNIZED AND FOSTERED. FEDERATION RELATIONSHIPS DEFINED. THE GRAND RAPIDS (1899) AND BUFFALO (1904) CONVENTION RESOLUTIONS. GROWING FELLOWSHIP WITH ASSOCIATION WORK ON OTHER CONTINENTS.

The third period of North American association federation opened with the international convention of 1883 at Milwaukee. Obeying the instructions of the previous convention, the International Committee brought to Milwaukee for approval an act of the New York legislature incorporating the Committee, creating a board of trustees to hold property in trust for the associations and for their Committee, and providing for the election thereafter at each convention of one-third of the members of the Committee. This charter was discussed, approved and adopted. A group of advisory members was also elected by the convention.

This third and longest period of association fed-

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eration, lasting twenty-one years, has witnessed the greatest enlargement of association work.

In 1883 the total expenditure of the North American associations was \$681,347.

In 1903, an increase of sixfold, \$3,913,239.

In 1883, total property in buildings, \$3,641,500.

In 1903, an increase of nearly eightfold, \$28,477,205.

In 1883, total number of employed officers, 388.

In 1903, an increase of nearly fivefold, 1,729.

In 1883, state and provincial secretaries, seventeen.

In 1903, an increase of over fourfold, seventy-four.

In 1883, number of international secretaries, ten.

In 1903, number of international secretaries on home field, forty-one; on foreign field, thirty-five, an increase of fourfold on home field alone.

In 1883, twenty-four members of the International Committee.

In 1903, forty-five members of the International Committee.

(1) Emphasis on Internal Development of Local Associations

a. Throughout this period increasing emphasis by both international and state organizations was laid upon securing and training association secretaries, local, state and international. In its opening years the two training schools—*independent* institutions, but receiving hearty sympathy and coöperation from the federation agencies—were welcomed as reinforcements to the secretarial bureaus, international, state and provincial. These schools have

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been slowly and patiently built up to their present encouraging proportions in Springfield, Mass., and Chicago, Ill.

The secretarial bureaus vigilantly continued their work. Between 1895 and 1897, 451 persons were dealt with by the international bureau. Through that bureau 120 of these found secretarial positions in all departments, and ninety-five of them obtained positions through state and other agencies. In 1903, 181 men were aided by international secretaries in entering association service; personal intercourse with 478 yielded this result. Three hundred and ninety-four applications for men were received.

b. Careful promotion of the building movement and its evolution was continued.

c. Equally upon work for special classes of young men emphasis was laid. To the international and to some state secretarial forces were added special student and railroad secretaries, greatly increasing this section of federation employed officers. The international student secretaries increased from one to ten under the leadership of John R. Mott, and the railroad secretaries from one to six with Clarence J. Hicks as senior secretary. The international force was also increased by a secretary for work among men of the industrial classes; also for work among Indian young men, first by Dr. Charles A. Eastman and then by Arthur T. Tibbets, both men of the Indian race. For work among Negro young men two rarely qualified secretaries of that race were secured, W. A. Hunton and J. E. Moorland.

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Early in the period at militia summer camps several State and Provincial Committees organized and carried on an effective tent work among the American and Canadian soldiers in these camps—a work on association lines which commands increasingly the approval of both officers and men.

Upon the outbreak of the Spanish-American war in 1898 the International Committee, adding an army and navy secretary to its force, organized and carried on a similar work among the United States troops in their camps and among the sailors of the navy. During the South African war association army work was also promoted in the Canadian contingent of the British troops, with the hearty approval of the authorities.

Under vigilant supervision by the International Committee and its secretaries this phase of association work has been continued and developed at the permanent army posts and naval stations and upon the war vessels of the United States. It has received strong encouragement from successive international conventions and from the national government authorities. This adaptation of association principles and methods to the life and environment of the soldier and the sailor, from its beginning during the American Civil War, has been preëminently indebted for both its development and efficiency to the federation agencies of the associations.

d. But in a fourth and new direction interesting progress was realized. In the previous period, having specialized on the work of the individual as-

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sociation as a unit, and upon the secretary as the employed officer of each entire association, the time was now ripe for the supervisory agencies to specialize on the different departments and their secretaries within the individual association, including the physical, educational and spiritual work.

The physical work was first presented and discussed at an international convention in 1881, by R. J. Roberts, then and still in charge of the physical department of the Boston association. In 1886 the International Committee secured in Dr. Luther H. Gulick a rarely qualified secretary for this department. In 1892 a similar secretary for the educational department was found in George B. Hodge; in 1899 a religious work secretary, Fred B. Smith, was added to the force and was followed in 1901 by F. S. Goodman with a special reference to the Bible department; in 1900 Edgar M. Robinson accepted a call to become the first international boys' secretary.

Some of these specialists on the international force were preceded—as has been true of other features of progress in the work—by similar specialists in a few of the local and state organizations. But in each department international outlook and leadership, resting upon a relation to experience covering the whole field, has seemed essential to the best development of the work. In the training schools also effort was put forth to train candidates for these positions.

e. This growing emphasis on the internal devel-

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opment of the local associations is also shown in their expenditures. In 1876 the total sum expended by the 440 associations reporting current expenses was \$311,000, or an average annual expense of \$680 for each association. In 1883, 416 reported current expenses amounting to \$621,500, or an average expenditure by each association of \$1,494. In 1903, 1,150 reported, an increase over 1883 of 176 per cent; but their expenditure had grown to \$3,856,328, or 520 per cent. Thus the average expense reported, which in 1876 was \$680, became in 1883, \$1,496; and in 1904, \$3,353.

This gives financial evidence of the fact that recent years are signalized by remarkable growth in lines which call on each association to more than double its yearly expenditure. This means an increase not so much in the number of associations as in the number and qualification of employed officers, in the number and equipment of buildings new and buildings improved, in the number and excellence of the physical and educational classes, in the efficiency of the Bible and other religious work, and of the boys' departments. The growth has been intensive rather than extensive, reaching every part of the diversified local work. Upon all these lines specialization by the agencies of supervision has been emphasized.

One important result of this growth, especially in religious work, has been an extension of hospitality to an ever increasing number of non-members. Though the association membership is less than

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400,000, the enlarged resources of the individual associations enable them to influence helpfully several million young men in the course of each year.

f. Periodicals and Publications.

The Quarterly, as already noted, was issued by the International Committee soon after its location in New York. It was followed (1870-73) by *The Association Monthly*. Later the bulletin of the Chicago Association was expanded into a general paper, under private management, and entitled successively *The Watchman*, *The Young Men's Era* and *Men*. Its lineal successor, *Association Men*, is now published monthly from the office of the International Committee.

In its earliest history the International Committee began to issue also small pamphlets, in addition to full Reports of the Conventions. This form of effort has gradually grown until the publications of the Committee, nearly 300 in number, include not only many technical pamphlets, which are helpful in organizing associations and developing interest in their support, but hand books for the guidance of the officers employed in different phases of the work and a Year Book of over 400 pages. In 1904 an Association Hymn Book was issued and favorably received. There is also a list of excellent Bible Study Courses and of personal work and devotional literature, which is believed to surpass in extent and value the similar issues of any denominational or general publishing firm. These are used exten-

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sively by churches and other organizations, as well as by the associations. The sales in 1903 amounted to \$45,989.

While these publications have been invaluable to the active workers, the number of such workers has not yet become large enough to cover the expense involved. But the Committee has wisely carried this expense in its annual budgets, assured of the helpfulness of these publications.

The State and Provincial Committees have issued numerous Convention Reports and Bulletins, but the development of other distinctive association literature has, for the most part, been left to the International organization.

(2) County and Metropolitan Organizations

During this period two new association organizations, the county and the metropolitan, were formed with secretaries whose office and work related them both to the supervisory and the local secretaryship.*

The county organization marks an era in the development of association work among young men in the small town and country neighborhood. From the beginning the problem of a self supporting, permanent organization among these young men baffled the strenuous endeavor of the agencies of supervision. For the problem of the city association a comparatively early solution was worked out. A strong factor in this solution, as we have seen, was the securing and training of an expert employed

**Polity of Young Men's Christian Associations*, pp. 29-32.

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officer. A similar experience was realized in organizing work among young men in the country.

The State Committees accomplished, and still accomplish, a good work through the enlistment of corresponding members resident in these country communities, and also through conferences and gospel services known as Young Men's Sundays; but the indispensable employed officer was not secured until, under the leadership of Robert Weidensall, of the International, and his associates of the State Committees, the county organization was formed, with the employed county secretary, international, state and local. This personal factor is an important element in the satisfactory solution of this difficult problem. Not many counties have yet been organized, and careful experimentation is still going forward, but substantial progress has been made.

The first metropolitan organization, with R. R. McBurney as its secretary, was formed in New York City in 1887. Later the associations with branches or departments in Philadelphia, Chicago and other cities organized their work on the same basis, with such modifications as they deemed desirable.

During this period these associations sought and obtained from the conventions two important privileges and benefits :

a. The conventions of 1885 and 1889 granted to each branch or department having a distinct roll of membership the number of delegates to which an independent association of equal size was entitled,—

a privilege which aided organizations with branches in their worthy endeavor to give to each branch as far as possible the consideration and standing of an association.

b. Yet more noteworthy action affecting these organizations was taken by the convention of 1891 at Kansas City, when, in order to promote the solidarity of association work in the large cities the International Committee was instructed not to recognize in a city where an association already exists another independent association "college and colored associations excepted."

Like the adoption of the test of membership by the convention of 1869, this action conditioned the representation of certain associations upon a compliance by them with the requirement of the convention regarding an important feature of their constitutions.

In 1869 the object of the convention related to the voting membership; in 1891 to the unity of the association organization in a city or community. In the latter case two exceptions were made in favor of "college and colored associations." To these exceptions the convention of 1904 added the following:

"State, Provincial or International Committees may in exceptional cases, and only while necessary, recognize each for itself provisional railroad, army and navy associations, and also (with the consent of the local associations) provisional industrial and city associations, at points having local associations with

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which for the time being organic relations cannot be established or maintained."*

(4) Definition of Association and Federation Relationships

During this period the growth of the federation agencies naturally gave rise to some discussion concerning their relation to one another. Occasional friction seemed to call for some formal definition by the international convention of those relationships of consultation and coöperation which usage or unwritten regulation had been gradually establishing. In response to this call and discussion, the International Committee submitted and the convention of 1899, at Grand Rapids, adopted the following, which became known as the "Grand Rapids Resolutions:" †

"Resolved, 1. That the International and State Committees exist as independent supervisory agencies, directly and equally related to the local organization, which is the original and independent unit in the brotherhood of the Young Men's Christian Associations, and that the relation of the supervisory agencies to the local organizations is as a rule advisory.

"2. That in the relations of comity, which have been well established by usage hitherto, it is understood that the International Committee as a rule exercises general and the State Committee exercises close supervision, it being also understood that by the terms general and close nothing is intended inconsistent with the direct and equal relation of each local organization to both the international and state organizations.

"3. That it is desirable that the International Committee,

*Polity of Young Men's Christian Associations, pp. 11, 12 and xxi.

†Polity of Young Men's Christian Associations, pp. 25, 33 and 34.

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in each department of its work, plan to meet the needs of fields where state and provincial organizations exist, in conference with such organizations, in such a way as to supplement, not duplicate, the corresponding department of state or provincial work, and to secure by such adjustment of forces economy of effort, time and money.

“4. That the International Committee in forming and developing state and provincial organizations, place emphasis upon the responsibility vested in these organizations and that coöperation with them be carefully cultivated.”

After adopting these resolutions the convention appointed a Committee of Seven, enlarged by the convention of 1901 to a Committee of Twenty-one, to report any fuller definition that might be deemed desirable of the relations and functions of international, state and local organizations.

As a result of further deliberations this Committee submitted to the convention of 1904 majority and minority reports. The majority report, amended into the following form, was adopted :

“*First.*—The ‘Grand Rapids Resolutions’ unanimously adopted by the international convention of 1899 and reaffirmed without change by the international convention of 1901, fairly interpreted, express the historic basis of relationship upon which the associations have developed and have been so abundantly blessed of God.

“*Second.*—Radical organic changes in the polity of the associations are neither necessary nor desirable.

“*Third.*—Efficient state and provincial organizations have long been recognized as essential factors

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in the successful development of the local association, and an important part of the work of the International Committee has been to establish and assist these organizations. This policy becomes increasingly important with the development of the association work. It is, therefore, the duty of the agents of the International Committee, when working in fields having state or provincial organizations, to aid and strengthen those organizations. It is equally the duty of the agents of the state and provincial organizations to support and aid the International Committee in its relation to the associations and in its work for the North American association brotherhood.

“Fourth.—The local association, as the independent unit, has the right to apply for aid to either supervising agency, and it is the right of each agency of supervision to respond directly to the calls of the local associations.

“It is desirable that the local associations should employ the State Committee to the largest practicable extent in close supervision of the work.

“To this end and for the harmonious development and administration of the whole work, save in exceptional cases, the International Committee should respond to applications from the local associations in conference and coöperation with the State Committee. The right of the local association, however, to apply for and receive aid from either supervisory agency should not be denied or abridged.

“Fifth.—The historic and well-settled autonomy

and independence of the local association should and will continue unquestioned; and nothing in this report shall be construed as in any way interfering with the right of the local association to organize branches of its own in any department.

“*Sixth.*—State, Provincial or International Committees may in exceptional cases, and only while necessary, recognize each for itself provisional railroad, army and navy associations, and also (with the consent of the local associations) provisional industrial and city associations, at points having local associations with which for the time being organic relations cannot be established or maintained.

“In the organization of associations or branches on interstate railroad systems, the International Committee should treat with the railroad company and assume the responsibility. In the supervision of the work, when established, the same rule of conference and coöperation with State and Provincial Committees shall prevail as in other departments of association work.

“*Seventh.*—It is desirable that all local association real estate be held either in fee simple or leasehold by the local association. When this is not practicable, it may be held by the State, Provincial or International Committees; but these committees should seek to transfer the same as soon as expedient to local associations. This policy should be made plain to railroad officials when leases of railroad property are made, and to carry this out an

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assignment clause should, when possible, be incorporated.

"Eighth.—In any case of disagreement, where two agencies of supervision are unable themselves to arrive at a satisfactory settlement and where the local association, as the court of final appeal, is not directly concerned and so is not available, the ordinary principles and methods of arbitration are recommended—namely, each party to appoint an arbitrator and these two to appoint a third, no one of whom shall be a salaried officer of an association, and thereupon the three to hear the case and reach a final settlement, the costs of the proceeding to be paid as the arbitrators or a majority of them may determine."

These eight declarations are consistent with their own assertion that radical changes in existing association polity are undesirable. They are in fact an expansion of the Grand Rapids Resolutions, which they reaffirm, defining more successfully because more fully what had been gradually found, by a usage of brotherly consultation and coöperation, to be expedient and practicable in the intercourse of association organizations, local, international, state and provincial.

(5) Growing Fellowship with Association Work the World Over

With the world brotherhood points of contact multiplied in number and importance during this period.

a. Large and influential delegations from North

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America attended the World's Conferences of the period, and gave encouragement and support to the World's Committee in its work.

b. Mr. James Stokes manifested an increasing interest in association work abroad. Owing to his initiative and generous coöperation, the associations in Paris and Rome secured buildings equipped on the American plan. A successful organization of work for young men in St. Petersburg was also established through his friendly agency.

c. Association buildings on the American plan were erected at Berlin, Paris, Stockholm, Geneva, Stuttgart, and other European cities, and at Tokyo, Tientsin, Calcutta, Madras, and other cities of Asia.

d. The Student Volunteer Movement for Foreign Missions was organized in 1886, enlisting hundreds of student candidates for the work of the churches and of the associations in non-Christian lands. More than two thousand of these volunteers are already at work in those lands.

e. In response to the urgency of the missionaries of many churches, and by instruction of the international conventions, beginning with that of 1889, forty-five international secretaries are now at work in Japan, Korea, China, Hongkong, India, Ceylon, Argentine, Brazil, Mexico and Cuba.

f. The World's Student Christian Federation, owing to American suggestion, was formed in 1895 at Vadstena, Sweden, and has been rapidly extended, under the leadership of its general secretary, John R. Mott, who is also the senior student secretary of

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the International Committee. Already university and college students on all continents are united in this federation, paralleling the parent Young Men's Christian Association in its world brotherhood, while both of these ecumenical federations of young men begin to give reality to the poet's dream of "the parliament of man, the federation of the world."

CHAPTER VI. SUMMARY OF THE FIFTY YEARS OF FEDERATION

FEDERATION WORK HAS SPECIALIZED ON CONCENTRATION UPON WORK FOR YOUNG MEN, TRAINING EMPLOYED OFFICERS, CONTROL BY LAYMEN, BUILDINGS, DEPARTMENTS OF LOCAL WORK AND CLASSES OF YOUNG MEN. FEDERATION WORK, STATE, PROVINCIAL AND INTERNATIONAL AND ITS FINANCIAL SUPPORT (DIAGRAMS). OBJECTIVE OF THIS WORK.

1. Specialization the Key Word in Federation Supervision

This rapid historical review of the fifty years of federation—though very summary in its treatment of the last twenty years—enables us to seize the main trend of the supervision that federation has created. It is a supervision that has been slowly shaped from decade to decade by patient and thorough specializing upon those features of the work which were being tested in the crucible of association experience. The supervision was successful as far as at each stage of progress it discerned correctly and grasped vigilantly the best features of the work and wisely commended them to associations within reach of the influence which its resources enabled it to exert.

(1) *Concentration Upon Work for Young Men*

In the first convention, fifty years ago, the question was discussed: “Shall the associations concen-

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trate on work for young men?" For thirty years this continued to be a live question. At first the best experience of the best associations taught that, while emphasis must be laid upon work for young men, various forms of general religious, evangelistic and philanthropic effort were also approved. This was, therefore, the best message which in those early years the agency of supervision brought to the associations.

Five years later (1859) more elaborate discussion could do no more than justify this conclusion. After another five years however (1864) concentration upon work for young men began to be more insistently and intelligently urged. This was due in part to the fact that the stronger associations began to secure the entire energies of employed experts or secretaries who devoted their lives to this distinctive association work, and whose success led to a demand for specially adapted association buildings. Under these new conditions the best experience of the best associations altered its verdict. The very beginnings of this change were vigilantly observed by the leaders in international conventions. They were joined, slowly at first, by state and provincial organizations, and when the association movement was thirty years old association public sentiment was practically unanimous in favor of work for young men exclusively.

(2) On Employed Officers

In working out this central problem vigilant spe-

cialization, as already described, discovered and trained the needed employed experts—the secretaries, general, physical, educational, religious, and later the boys' secretary.

(3) *On Control by Laymen. Secretarialism Discouraged*

Accompanying secretarial specialization, as of equal importance, was specialization on control and leadership in the associations by laymen as officers, directors and committeemen. This fundamental principle of association administration was emphasized in the discussions, conduct and management of the international convention, and in the work of its Committee. No employed officer has ever presided at an international convention. In 1874 Mr. McBurney was chosen, but declined to serve. The international convention has also set the example of confining its officers to lay delegates, with the exception of the recording secretary. The principal committees of the convention have been manned, as a rule, by laymen. For twenty-five of the fifty years of the convention, the chairman of its Committee was Cephas Brainerd, whose virile lay leadership of the international administration has been already mentioned.

Lay control has also been strongly insisted upon by leaders among the secretaries. The only general secretary who served as a member of the International Committee was Robert R. McBurney. In 1882, at the meeting of the general secretaries' con-

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ference for the continent, of which he was the leader during all its early history, he read a forcible paper on "Secretarialism"—a word he coined to express what he considered a usurpation by the secretary of that leadership, responsibility and management of the association which belongs primarily to the lay members, officers and directors. He appealed to and successfully enlisted the best secretarial sentiment to antagonize "secretarialism."

Fifteen years later—a year before his death—he prepared and read before the secretaries' conference of 1897, another forcible paper on the same theme. The vigorous paragraph on "Secretarialism" in the "Association Hand Book," published in 1892, is from his pen.

In the recent discussion of important questions relating to association polity, the international convention, as the parent and leading agency of federation, has been true to its traditions in constituting its Committee of Twenty-one wholly of lay leaders of the associations. And when the Jubilee Convention of 1904 met, enrolling more delegates than any of its predecessors, the majority of these were lay delegates, and in the great debate of the convention all but two of the speakers chosen to advocate the majority and minority reports of the Committee of Twenty-one were also lay delegates.

(4) On Association Buildings

Parallel with and reinforcing this emphasis on the function and work of both secretaries and laymen,

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has been supervisory specialization on association buildings. Every improvement in successive buildings was vigilantly observed and registered in the international office. The student of the evolution of these buildings can discover at least five distinct steps or phases of development with specimens of each phase. Buildings satisfactory at the time of their erection have disappeared to give place to substitutes far better adapted to modern association uses. This development from good to better and best has been carefully fostered by the federation agencies. In the city of Buffalo, the Jubilee Convention of 1904 was entertained in an association building which, with its neighboring and abandoned predecessor is a conspicuous illustration of the evolution here described.

(5) On Various Features of Local Work

In addition to the four features already enumerated there has been a corresponding specialization on various departments of local association work: On the physical department, in the training of its employed officers, the equipment of the department, and in the formation of the Athletic League; On the educational department, resulting in higher educational achievement through international examinations and in other ways, including the contribution, since 1883, of the association exhibit as an educational agency of the conventions; On the religious work, resulting in better organized and more fruitful evangelistic work, and in a steady develop-

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ment of Bible study and Bible classes; On the boys' department, securing better equipment, committees of management, boys' secretaries and some boys' buildings.

(6) On Work among Various Classes of Young Men

No association development has been more dependent upon vigilant supervision than the growth of associations or departments or branches composed entirely of members from special classes of young men. Through this supervision steady progress has been achieved among railroad men, students, Negro and Indian young men, soldiers and sailors, miners, lumbermen and young men of other industrial classes.

(7) Evolution and Preponderance of State and Provincial Supervision

Accompanying the specialization already enumerated has been an inductive and comparative study of the state and provincial organizations. These were formed and fostered on the basis of the experience of the international. Competent state secretaries were sought. Experiment slowly discovered the conditions of successful state work. On the floor of the international convention these experiences were compared. Diligent effort by the international and other federation workers made the best experience of the best state, provincial, metropolitan and county organizations the property of all.

In all this specialization by the federation agencies,

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though the international organization was first in the field as the founder and fosterer of the state organization, still the majority of supervision passes inevitably to the state and provincial organizations. Most of the lines of specialization already enumerated have been followed by the state organizations, each according to its resources. But, with the growth of the whole brotherhood and its work, the international work must also increase, at a steady though less rapid pace. For experience has shown that to most if not all lines of supervision the international agency seems to have a permanent and helpful relation supplemental to and coöperative with that of the state and provincial. This is occasioned in the very nature of things by the value of an international outlook over the whole field in the development of every phase of association work. The local association demands the direct benefit of this international outlook and is justly entitled to it. But the aggregate of state and provincial supervision, when its resources are fully developed, must exceed more and more the total of international supervision. Each is, in the nature of the case, necessary to the highest usefulness of the other, and both should be humble servants and direct helpers of local associations, for the welfare of which they both exist.

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EXPENDITURES FOR (1) INTERNATIONAL (2) STATE
AND PROVINCIAL WORK

1876	{	\$ 14,500	—	—
		16,700	—	—
1886	{	\$ 38,000	—	—
		39,000	—	—
			General work	RR., stu., colored
1896	{	\$ 73,000	—	—
		108,900	—	—
1897	{	\$ 70,378	—	—
		122,565	—	—
			General work	RR., stu., colored
				Army and Navy
1898	{	\$163,733	—	—
		133,310	—	—
1899	{	\$129,620	—	—
		152,264	—	—
1900	{	\$136,839	—	—
		132,637	—	—
			General work	Jub. Conv.
				RR., stu., colored
1901	{	\$156,800	—	—
		148,432	—	—
			General work	Army and Navy
1902	{	\$150,574	—	—
		174,103	—	—
			General work	RR., stu., colored
				Army and Navy
1903	{	\$153,796	—	—
		185,990	—	—
			General work	RR., stu., col., indus.
				Army and Navy

These figures indicate the steady increase during twenty-seven years of the work of association supervision in North America. The resources of the International Committee enabled it in 1904 to maintain on this field forty-five employed officers while thirty of the thirty-two State and Provincial Committees employed eighty-four. But ten of these committees employ only one secretary, nine employ two, ten

between three and six and one seven. This uneven distribution of state and provincial secretaries emphasizes an important part of the work of international supervision in its relation of coöperation with the State and Provincial Committees.

The steady increase of supervision, though not yet commensurate with the need of the entire brotherhood, has been attended with such benefit to the associations that in their successive conventions—international, state and provincial—they have year by year reviewed the work, and enthusiastically voted its continuance.

(8) Specialization within the International Organization and Work

To accomplish effective work on these varied lines of association growth, state, local and departmental, it was necessary for the parent federation agency to specialize upon itself and its own work, and it was equally necessary for its children, the state and provincial conventions, to make the same endeavor.

a. In the convention program and topics, emphasis was laid in the early international conventions upon those details of local work which a review of the whole field pointed out as most needed. In the beginning it was both work for young men and such other work as the best association public opinion approved. In the second period topics relating to work for young men were more fully discussed.

Beginning in 1871 special stress was laid upon the Bible topic. One full session was devoted to

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this subject from convention to convention and decade to decade, with decided effect upon the Bible work of the associations.

Then as the state organizations grew in number and influence, the different phases of state work were discussed on the platform of the international convention, while the more frequent and numerous state conventions undertook topics relating to the details and development of the local association work.

As the work intrusted to the Committee increased in size and importance, and departments and secretaries were added, the international work itself became the theme of discussion, and the field, student, railroad, German, colored, army and navy, and boys' departments were in turn presented.

b. In the beginning the Committee expected from international secretaries chiefly study of the association work, both local and state, as a unit. But as the work was distributed into sharply defined organizations of special classes of young men, qualified secretaries were sought and trained to specialize on work for each class. Later, as departments within the individual associations were differentiated, for each of these departments international secretaries were obtained. To field secretaries of the International Committee were gradually assigned various sections of the country, each secretary residing in a convenient city of the section assigned to him. From the beginning the senior secretary of the Committee, Mr. Weidensall, was occupied

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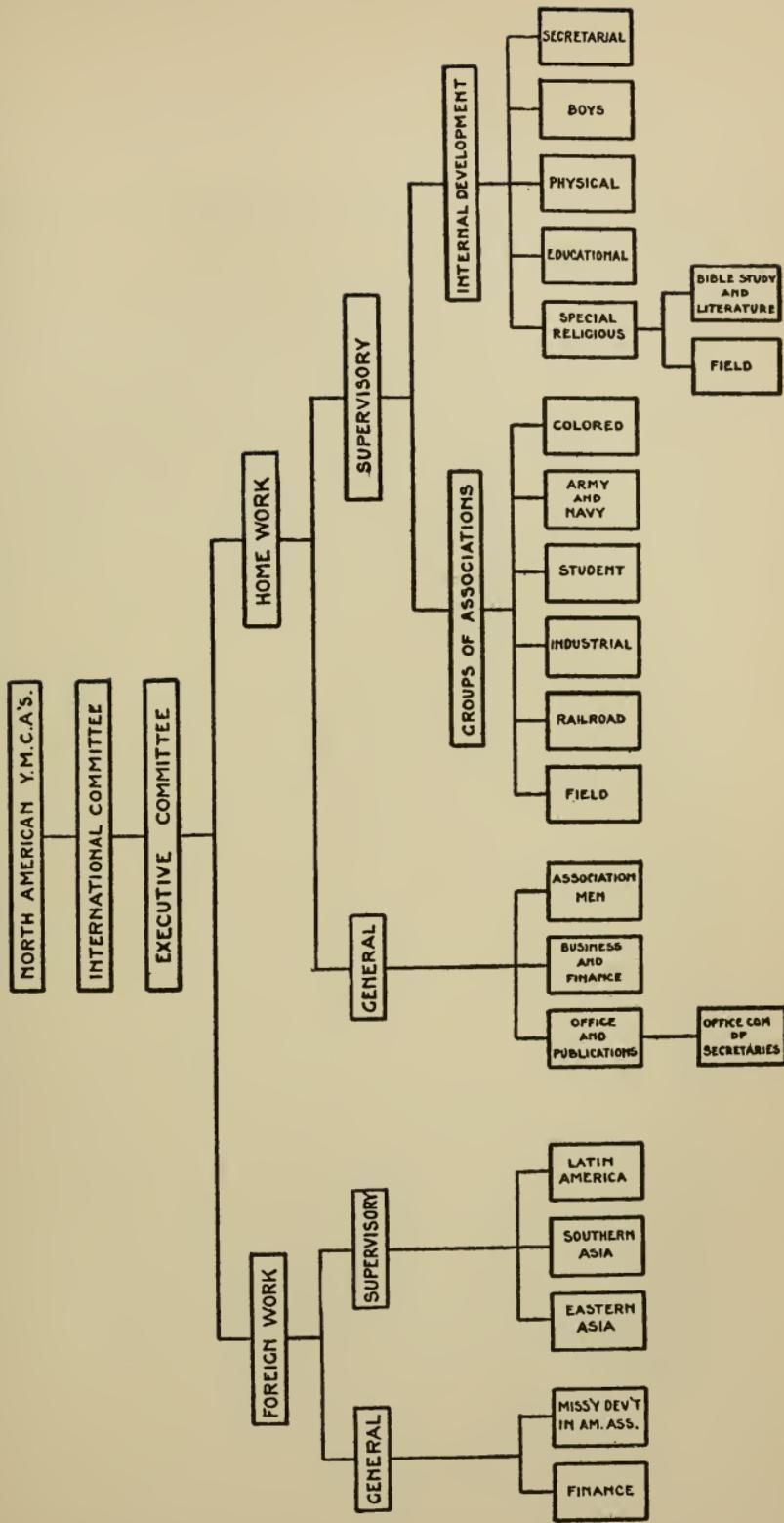
chiefly, but not exclusively, at the West. But since 1889, under the leadership of Charles K. Ober, a more systematic distribution of field secretaries to different sections of the country has been successfully accomplished.

c. In further specialization and to facilitate the administration of its work, the Committee began to distribute its own members into subcommittees as early as 1884, each subcommittee having in charge the secretary or secretaries at work in its department. This arrangement has caused a wise distribution and concentration within the membership of the Committee, promoting also the efficiency of each subcommittee and secretary.

The latest distribution to subcommittees was reported to the convention of 1904. It was occasioned by the growth of the work on the foreign mission field and involved the establishment of a foreign work department coördinate with the home work department and administered through a group of subcommittees.

d. In this distribution of responsibility it became necessary to make some division of the work of oversight intrusted to the general secretary and two associates were assigned to him, one, C. J. Hicks, in the administration of the home and another, John R. Mott, in the administration of the foreign field.

PLAN OF ORGANIZATION
OF
THE INTERNATIONAL COMMITTEE



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(9) Financial Support of Federation work—the Federation Tenth

a. All must agree that the federation work necessarily depends upon adequate financial support for existence and development. How shall the money be secured to sustain it? This has always been a question of prime importance. During the first twenty years, while the expenses were comparatively small, solicitation at the international conventions and the sums pledged and secured by the delegates proved sufficient.

But thirty years ago, the work of federation, international, state and provincial, began to call for ten per cent of the total aggregate expenditure for association work in North America. While this expenditure of what might be called the federation tenth was found to be wise and desirable, only a small fraction of the sum needed could be expected from the conventions and their delegates. Each convention, therefore, after approving the work reported and the work proposed, authorized the expense involved up to a sum always definitely named but never definitely pledged at the convention. The problem of securing the needed balance was therefore referred to the International Committee and later by the state and provincial conventions to their Committees to work out its solution, for convention authorization of the work was always conditioned on the securing by the convention's committee of this balance.

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By patient and persistent endeavor, a constituency of donors was built up on the foundation of the contributions made at the international convention. Expenditure for the work upon the North American field authorized by this convention steadily increased from \$14,500 in 1876 to \$153,796 in 1903, and the number of contributors from a few hundred to nearly six thousand.

b. Such partial endowment of international and state organizations as will give stability to their work without impairing their substantial dependence upon annual contributions has been secured by the Massachusetts State Committee in the form of a state association building in Boston, and by the International Committee in the form of its jubilee fund of a million dollars. Several other State Committees have taken steps in the same direction.

When work upon the foreign mission field was authorized by the convention of 1889 similar conditions as to expenditure for this work were prescribed, with instruction to create a separate treasury. Steadily this expenditure has increased from \$3,600 in 1889, to \$87,320 in 1903.

Upon similar lines of authorization by state and provincial conventions and solicitation by their Committees, often assisted by international secretaries, the expenses of state and provincial supervision have steadily increased from \$16,700 in 1876 to \$185,990 in 1903. In this as in all other convention methods the financial experience of the International Committee has carried suggestion to the state con-

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ventions and has been still further tested and modified in the crucible of their experience.

It would be a great relief and release for International, State and Provincial Committees if this money and percentage were provided by the various conventions or by direct contributions from the treasuries of the associations. But on the contrary, associations and conventions have agreed in saying to International and State Committees : "You must engage in the same struggle for financial existence that we are ourselves compelled to engage in. We will give you what approval, authorization and other help we can, but the bulk of your support you must first deserve and then seek diligently for the money you need from those whom you can cause to see and acknowledge that you deserve it from them." Whatever can be said against it, one thing can certainly be said in favor of this method : It has caused the federation work of supervision in all its varied phases to stand upon its merits and has made its growth dependent upon its good behavior.

(2) Main Objective of all Federation Work

But the main objective of federation supervision is not to build up itself. Self-preservation and self-improvement have indeed been necessary to its highest efficiency. But it is true to itself and its mission only when its chief objective is to build up and increase on its field the number and efficiency of independent, growing local associations of many classes of young men. This growth in the number of strong associa-

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tions and in the strength of each has been steadily realized during the fifty years of federation. The supervisory agencies have grown steadily, but not so steadily and rapidly as the local associations. In striking illustration of such comparative growth, contrast the employed force and annual expenditure of the International Committee and that of the New York City association, located in only two boroughs of Greater New York. During all these fifty years from decade to decade the annual expenditure of this one principal city association and the number of its employed officers have exceeded the combined annual expenditure and secretarial force of the International and the New York State Committees, even when to the expenditure and force of international secretaries on the home field, are added the expenses on the foreign field with its thirty-five secretaries. The endowment of this one local association is nearly threefold that of the International and New York State Committees. This comparison takes no account of the expenses and endowment of the association in Brooklyn, which is a part of Greater New York. This comparison seems the more remarkable in view of the fact that a very large percentage of the support of both the international and the New York state work has come from the friends of this supervisory work in these two boroughs of New York City. Here, if anywhere, therefore, the support of federation work might have proved a check upon local association development. It should also be noted in this connection that rela-

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tively to other city associations the New York association has successfully maintained that leadership of them all to which it is justly entitled by the fact of its location in the chief metropolis of the continent.

Not a few strong city associations owe their present strength to timely help from the federation agencies in the crises of their history. In these times of need the better experience of stronger associations has been so applied to their case that their present standing and efficiency have resulted.

In the beginning there was apprehension lest federation might mean not unselfish help and strengthening of local associations, but centralization and building up the federation agency at the expense of the local associations. To this apprehension further consideration should now be given.

CHAPTER VII. CONCERNING CENTRALIZATION

ADVISORY RELATION OF FEDERATION AGENCIES. THEIR LACK OF LEGAL OR GOVERNMENTAL POWER OR CONTROL. SUPERIOR RESOURCES OF INDIVIDUAL LOCAL ASSOCIATIONS.

In the growth and influence of federation agencies has this dangerous centralization been created? Some have apprehended this, but there is no sufficient evidence that any such centralization or imperialism really exists.

The relation of the federation committees to all but a small number of the individual associations is only advisory.* It is not in any sense compulsory. At each recurring convention the whole business of the International or State Committee is open, and every convention in its turn has the right and power to issue peremptory instructions and to elect a quota of the members of the Committee.

A group of Christian young men in any place is free to organize an association. They are not obliged to solicit aid from a State or International Committee. No association has need of a charter from the convention or its Committee, nor is any association obliged to send delegates to an international or state convention; neither has any convention any

*Polity of Young Men's Christian Associations, page 34.

power over the local association. It is indeed the duty of the International Committee to invite all such organizations as are Young Men's Christian Associations within the definition fixed by the convention to send delegates. But neither convention nor committee has power in respect to delegates, save the power of determining whether an association is within the definition and the number of delegates to which it is entitled.

As a matter of constitutional law it is not possible for the International or State Committee, as now constituted, or the secretaries of either to accomplish a centralization by virtue of which governmental power or control is exercised; but "Two of the things which constitute power, morally speaking," it has been correctly said, "inhere in the work of these federation committees. (1) The power which comes from effective administration, which, as long as it is honest and successful, will have the influence which comes from such work; and (2) the possession and use of money in administration, with the ability to deserve and collect it from those who give it voluntarily for the work. But the apprehension about centralization seems to rest upon the assumption that the federation agencies have more than this influence and possess power as the Congress of the United States has power. The facts do not justify this assumption."

From another point of view it has been remarked that the dependence of these committees upon their good behavior and good work is apparent: "The in-

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come roll of the agencies of supervision shows that a very large portion of the money comes from a certain number of donors who are in a personal relation to the Committees, and whose subscriptions are secured by them only because their work commends it to their benevolent sympathy. Let the work fail to do this and its influence or so-called power is gone."

This apprehension also disappears when the growth of the federation agencies is compared, as already suggested, with the greater development of the local organizations. The permanent property of the local associations in the two principal cities, New York and Chicago, amounts to over three millions in one and over two millions in the other city. The growth in membership and usefulness has also been far beyond what in the beginning was anticipated. So that, as already stated, the resources and annual expenditure of the New York association alone—not including that of Brooklyn—exceeds the combined expenditure of the international and New York state organizations. Similar association growth has been realized in other large cities, including those in which the metropolitan organizations are located. This growth has been attended by great increase of influence and power to benefit young men, and in its turn has excited an apprehension and criticism from an ecclesiastical point of view not unlike the fear concerning centralization to which reference has been made. Some who are solicitous for the interests of the churches have discerned in the growth

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of these large city associations a dangerous tendency to draw from the support and influence of the churches. But intelligent friends of both church and association agree that the growing strength and influence of these city associations do not menace but aggrandize the churches and add to their constituency. The tendency is not dangerous because the growing influence of these city associations—their power to bestow benefit upon young men—is beneficial to church and community. A similar conclusion concerning the growth of the international and state organizations is justified by the fact that this growth results from decade to decade in increasing the number and developing the strength and efficiency of the local associations, without interfering with their independence.

CHAPTER VIII. THE VALUE OF ASSOCIATION FEDERATION

SHOWN BY THE MANY TRANSIENT FEATURES OF THE LOCAL ASSOCIATIONS, BY THE PRICE PAID FOR SUPERVISION AND BY THE GROWTH OF CONVENTIONS AND CONFERENCES. THE INFLUENCE AND RESULTS OF INTERNATIONAL CONVENTIONS.

This outlook over the half century makes deep impression of the value of federation work.

1. The transiency of many features of the individual associations emphasizes the value of this supervision and constitutes a strong reason for its exercise.

(1) Consider how many transient elements exist in the membership, management and working force of the local organization. Absent yourself for six months from the association building and you enter it a comparative stranger. The member of a church joins for his life. His family unite with him in finding a home there. Even the member of a club, while he does not bring his family to it, is a more stable factor than the average young man who joins the association as a working member, for the destination to which this young man is being ever pointed by the association is the church, where he is always welcomed and is eventually, in most cases, absorbed. In the student associations the entire board of officers disappears at the end of each year and the

members all tarry for only the few years of student life, graduating rapidly into the young manhood of our cities and towns.

(2) A similar transiency has characterized the secretaryship of most of the associations during the past thirty years. A study of the membership of boards of directors and working committees, where a more stable element might be expected, reveals like transient features. These facts emphasize the necessity for the agency of supervision.

(3) The metropolitan organizations also constitute a striking testimony to this need of supervision. For their central boards and metropolitan secretaries are simply the segregation to supervision of the best and most experienced directors and secretaries who can be commanded for the work in these city centers.

Granted the fact of this transiency and the inference is justified that the very existence of the organization, and certainly its growth and development, demand agencies of incessant and vigilant supervision. When visitors from abroad and other students of the associations are asked to account for the leadership in resources and efficiency of the North American brotherhood, a reply often given by these friends is that this is due to the early formation and steady growth of the international and state agencies of supervision.

2. The price paid for federation effort in proportion to the amount expended for the entire association work in North America is another strong testi-

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mony to the great value of federation effort. As already stated, this has been nearly ten per cent of the aggregate expenditure for association work on this continent. It might be correctly termed the indispensable federation tenth.

3. In conclusion, from the outlook of an international convention it is certainly appropriate to point out as one of the most conspicuous testimonies to the value of association federation the accelerating growth in number and helpful influence of association conventions and conferences. Of all these gatherings in North America the international convention is the parent. It was also the forerunner and promoted the origin of association conventions on other continents.

(1) For the first twelve years (1854-1866) only this one convention was held in North America and it met ten times in these twelve years.

(2) In the next period of seventeen years (1866-1883) the growth of the state and provincial organizations was such that at its close twenty-five met annually, so that some 300 state and provincial meetings were held during the period, and these in turn called together a much larger number of district and other conferences. A secretaries' conference met annually in many states. College, railroad and colored men's conferences multiplied. Thus conferences increased a hundred-fold in this period.

(3) In the last period of twenty-one years, while the international and a few state conventions have

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become biennial, to all the above named meetings have been added student summer schools, the convention of the Student Volunteer Movement, group conferences of secretaries of city and metropolitan organizations and their environment, conferences in the interests of Bible work, physical work, boys' work and county work.

Federation life and activity, quickened by the agencies of supervision and specialization, get ever increasing expression in this great variety of meetings in the interests of all departments of the work, and these departments respond to such treatment by growing in the quality and quantity of what they accomplish. This is to be expected, for federation, fraternity and brotherly supervision are modes of obeying the second great commandment, "Love thy neighbor as thyself," and also the new commandment, uttered so repeatedly by our Lord in His latest recorded words: "Love one another, as I have loved you."

(4) It would be difficult to exaggerate the good influence exerted by the international conventions. Benefit from them has been realized throughout the brotherhood. How many discouraged workers have been cheered! How many ignorant ones have been instructed! How many leaders for the home work have been secured! How many donors to all parts of the work have been enlisted! How many discussions at critical times have given wise direction to association public sentiment, better form to association work, and timely check to undesirable ten-

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dencies! Many conventions also are prominent as revivalistic in their effect upon the communities where they assemble. All have exerted blessed evangelistic influence. The use of Sunday as the final farewell day, when delegates are heard in all the churches, in their own meeting for young men and in the farewell service, has greatly contributed to evangelistic results. Whatever drift of individual associations and individual workers away from the association's central religious purpose may have been detected, deplored or criticised, no one could attend these conventions without feeling that in them association federation provided a strong religious corrective, keeping warm and loyal the enthusiasm of the brotherhood for the promotion of its central purpose.

Within the very sessions of this international convention and its many children by the actual conversion of young men has been incessantly fulfilled the highest purpose of association work. This feature alone has given to these meetings as an agency of federation a value beyond estimate. At the close of the first fifty years what most signalized the first Jubilee Convention at Boston in 1901? The association exhibit, wonderful and thorough, conspicuous and spectacular? Or the foreign delegation from many lands and languages, with the presence and greeting of the son of George Williams? Or the able discussion of great themes concerning our work and its progress? Was it not most characteristically that great young men's meeting on the Lord's

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day, in which scores were brought into the faith, life and kingdom of Jesus Christ? That meeting struck the note of happiest resemblance between the Jubilee Convention and the long line of its predecessors.

And in Buffalo at the second Jubilee Convention, so different from the first in many respects, made memorable by an unparalleled contention of opinion as to methods of administration and equally by a triumph of the spirit of brotherly fellowship, on the closing farewell Lord's day the meeting for young men was attended by over four thousand and was followed by the same blessed results as were realized at the Boston convention and its predecessors, giving fresh demonstration of loyal allegiance to Him who is the bond of our fellowship, the goal of our work, the inspirer of our enthusiasm, and whose benediction and approval is the highest hope of all our association endeavor.

CHAPTER IX. SUMMARY

These fifty years of association coöperation in North America have resulted in showing that:

1. Federation and its agencies have constituted a strong international bond of fellowship and union of effort between the associations; and also
 2. Have defined as the association objective a work by young men for young men, maintaining and developing this objective by fostering
 - (1) Each department of this all-round work, physical and educational, social and religious;
 - (2) Leadership and control by laymen;
 - (3) Training and locating employed officers;
 - (4) Planning and erecting association buildings;
 - (5) Organizing young men of many classes to seek each the welfare of the young men of its own class.
 - (6) Fellowship with a world brotherhood
 - (a) Through a World's Conference and its Committee, and
 - (b) By planting in non-Christian nations associations with federation agencies of their own.
 3. While the main objective has been the growth of the individual associations, successful effort has been made to increase the efficiency of the federation agencies themselves :
 - (1) By wisely multiplying conventions and conferences, state and provincial, district and county,

student and railroad, developing each group, department and branch; and by so developing the state and provincial organizations that the aggregate of their supervision now exceeds that of the international on its home field.

(2) By providing for international, state and provincial work an amount of money aggregating ten per cent of the total expenditure for association work.

4. Thus the North American associations in bearing one another's burdens—the strong bearing the infirmities of the weak—have so “fulfilled the law of Christ” that they are in turn receiving fulfillment of the promise to those who obey this commandment of brotherly fellowship.

These first fifty years of association federation have justified the brightest hopes of the men who came together half a century ago to constitute the first convention. The good results they prayed for have been gradually realized in a brotherhood of associations now stronger, more numerous and aggressive in all lines of work for young men than ever before, and intelligently testifying to federation work as one of the most influential factors in promoting this marvelous progress.

Differences of opinion about methods exist—have always existed, with more or less contention. But the spirit of unity, through the divine presence and help, has in every discussion steadily and invariably prevailed. The achievements of the past are secure,

First Fifty Years of Federation

wrought out by Him whose name the association bears, and by whose blessing all has been accomplished. Invoking His continued favor and leadership, depending on His forgiving love and the indwelling might of His coöperation, seeking that unity in Him which alone brings unity with one another, we look forward to a second half-century of federation, confident that its years will witness an ever widening extension of the Kingdom of Christ among young men at home and abroad, among all classes and races, and upon every continent.

NORTH AMERICAN INTERNATIONAL CONVENTIONS—1854-1904

Place	Date	President	Confederated associations represented		Delegates from confederated associations		Delegates from other associations
			Other associations represented	Delegates from confederated associations	Delegates from other associations	Delegates from other associations	
I. Buffalo, N. Y.	June 7-8, 1854	GEORGE W. HEME, New Orleans, La.	30	19	51	37	31
II. Cincinnati, Ohio	Sept. 19-20, 1855	W. C. LANORD, Washington, D. C.	29	1	75	1	40
III. Montreal, Canada	June 19-21, 1856	W. H. NEFF, Cincinnati, Ohio	23	3	44	12	54
IV. Richmond, Va.	May 21, 1857	ALBERT BUFFALO, N. Y.	14	3	92	7	75
V. Charleston, S. C.	April 17-21, 1858	FREDERICK A. SHELDON, Troy, N. Y.	20	4	213	5	16
VI. Troy, N. Y.	July 13-16, 1859	GEORGE H. STUART, Philadelphia, Pa.	48	24	9	76	16
VII. New Orleans, La.	April 11-16, 1860	W. P. MUNFORD, Richmond, Va.	31	112	112	16	1341
* New York.....			GEORGE H. STUART, Philadelphia, Pa., 15 Associations, 42 Delegates.		Corresponding members		
November 14, 1861....			Associations represented		Delegates		
VIII. Chicago, Ill.	June 4-7, 1863	GEORGE H. STUART, Philadelphia, Pa.	30	19	116	31	31
IX. Boston, Mass.	June 1-5, 1864	JOSEPH A. POND, Boston, Mass.	28	1	262	1	40
X. Philadelphia, Pa.	June 7-11, 1865	CEPHAS BRAINERD, New York, N. Y.	47	1	232	1	34
XI. Albany, N. Y.	June 1-5, 1865	THANE MILLER, Cincinnati, Ohio	52	1	597	1	75
XII. Montreal, Canada	June 19-23, 1867	H. THANE MILLER, Cincinnati, Ohio	106	1	492	1	112
XIII. Detroit, Mich.	June 24-28, 1868	H. THANE MILLER, Cincinnati, Ohio	84	1	635	1	55
XIV. Portland, Mo.	July 14-18, 1869	WILLIAM E. DODGE, Jr., New York	226	1	490	1	57
XV. Indianapolis, Ind.	June 22-26, 1870	JOHN S. MACLEAN, Halifax, N. S.	162	1	780	1	100
XVI. Washington, D. C.	May 24-28, 1871	JOHN W. WAMAKER, Philadelphia, Pa.	266	1	319	1	38
XVII. Lowell, Mass.	June 12-16, 1872	H. THANE MILLER, Cincinnati, Ohio	163	1	292	1	17
XVIII. Poughkeepsie, N. Y.	June 9-13, 1873	H. K. PORTER, Pittsburgh, Pa.	143	1	197	1	50
XIX. Dayton, Ohio.	June 24-28, 1874	F. D. TAYLOR, Detroit, Mich.	95	1	334	1	36
XX. Richmond, Va.	May 26-30, 1875	JOSEPH HARDIE, Selma, Ala.	156	1	363	1	47
XXI. Toronto, Ontario	July 12-16, 1876	RUSSELL STORRIDGE, Jr., Boston, Mass.	198	1	286	1	57
XXII. Louisville, Ky.	June 6-10, 1877	J. V. FARWELL, Chicago, Ill.	163	1	410	1	114
XXIII. Baltimore, Md.	May 21-25, 1879	D. L. MOODY, Chicago, Ill.	207	1	401	1	163
XXIV. Cleveland, Ohio	May 25-29, 1881	JOHN L. WHEAT, Louisville, Ky.	225	1	447	1	120
XXV. Milwaukee, Wis.	May 16-20, 1883	CHARLES L. COLBY, Milwaukee, Wis.	254	1	360	1	70
XXVI. Atlanta, Ga.	May 17-21, 1885	JOHN HARDIE, Selma, Ala.	169	1	265	1	116
XXVII. San Francisco, Cal.	May 11-15, 1887	S. H. BLAKE, Toronto, Ont.	120	1	818	1	205
XXVIII. Philadelphia, Pa.	May 8-12, 1889	H. B. CHAMBERLIN, Denver, Colo.	401	1	304	1	74
XXIX. Kansas City, Mo.	May 6-10, 1891	THOMAS S. MCPHEETERS, St. Louis, Mo.	190	1	349	1	78
XXX. Indianapolis, Ind.	May 10-14, 1893	G. N. BIRCE, Dayton, Ohio	392	1	613	1	185
XXXI. Springfield, Mass.	May 8-12, 1895	H. M. MOORE, Boston, Mass.	203	1	354	1	134
XXXII. Mobile, Ala.	April 21-25, 1897	JOSEPH HARDIE, Birmingham, Ala.	306	1	527	1	234
XXXIII. Grand Rapids, Mich.	May 25-28, 1899	E. L. SHUEY, Dayton, Ohio	306	1	1198	1	1365
XXXIV. Boston, Mass.	June 11-16, 1901	WILLIAM E. DODGE, New York, N. Y.	609	1	1341	1	266
XXXV. Buffalo, N. Y.	May 11-15, 1904	H. B. F. MACFARLAND, Washington, D. C.	633	1	1341	1	1341

* This special convention was called to consider Christian work in the army, and resulted in the organization of the United States Christian Commission.

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EXTRACTS FROM

The Early Story of the Confederation of the North American Young Men's Christian Associations

BY REV. WILLIAM CHAUNCY LANGDON, D. D.

From the Year Book of 1888

For some weeks after our organization in Washington was formed, on June 29, 1852, we were ourselves unaware that there was, in the United States, any other Young Men's Christian Association save only that of Boston; and these associations were all equally unaware of each other. In Boston alone was it known that there had already been organized *seven* such societies. A visit to that city, early in August, brought the fact to my knowledge. I wrote at once to the several secretaries of all these societies; and, at a special meeting of our own association, held on September 14, 1852—a meeting referred to in my diary as "most interesting and animated"—I brought up a plan for uniting the Young Men's Christian Associations of the different cities in a fraternity, making us mutually members of each other's association. This proposal caused "very much discussion, but was finally referred to a select committee to be appointed for that purpose and to revise the constitution."

Pending action in this matter, I wrote unofficially to the secretary of the New York association, proposing that that society,

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as the larger and more important, should take the lead in it, but I received no reply.

At a meeting of our association, called for the purpose, on October 18, 1852, the above committee on my proposition "involving community of interest between ourselves and other Young Men's Christian Associations," made a report which was "submitted in the form of Section 5 to Article II," of our constitution. This was adopted and formally incorporated into our organic law, to the effect that "the members of all other Young Men's Christian Associations, while transiently among us, shall be entitled to all the privileges of this association, eligibility to office and the right to vote only excepted." This action was formally communicated to other societies as they became known to us; and it would seem that a provision, more or less to the same effect, was soon afterwards embodied in the constitutions of the Brooklyn, Portsmouth, N. H., and Lexington, Ky., societies.

I was now withdrawn from all work for some weeks by serious sickness. I next find a memorandum that at a committee meeting on February 21, I suggested informally that we should request the Rev. Dr. Clement M. Butler, rector of Trinity Church, then about to visit Europe, to represent the association at the anniversary of the London society in May, and also, that we should try to get a meeting of delegates from the American associations in New York, in the same month. The first suggestion was shortly afterwards carried out and Dr. Butler was commissioned accordingly. . . .

At the quarterly meeting of the Washington association, in April, I presented a report of my work as corresponding secretary, giving my earliest account of the associations, of which so far as then known, there were eleven.

On the twenty-eighth of May, I received a letter from Mr. Shipton, the secretary of the London Association, in reply to my own by Dr. Butler—and accompanied by the eighth annual report of that society and by other documents. These, and a report from Dr. Butler himself shortly afterwards, threw much light upon the subject of our aims and methods, and

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filled me at once with new ideas. Among these was a project for a publication, as the channel for the interchange of information between the societies, through which they might severally be profited by each other's experience. This project furnished me with a new point of departure. The scheme of this journal was deliberately considered, elaborately wrought out, reported on and matured so far as the Washington society was concerned. In this document—my original draft of which now lies before me—the project is commended to the associations on the explicit ground that it would “tend, by bringing each isolated society into one vast coöperating system, to add to the strength and efficiency of every branch of the united work.” This report was, in July, unanimously adopted by our association, but, in accordance with its own proposal, action on it was postponed until we should learn to what extent other societies would coöperate with us in sustaining it.

In the meantime, therefore, I sought opportunities of bringing both the scheme of this journal and the larger subject of a convention to consider the whole question of the interrelations of the associations before some of these in person. Within a fortnight I was able to secure such an opportunity in Baltimore, in New York, and in Boston. In Boston and Baltimore nothing came of my visits or of my arguments; the subject was dropped without action of any kind. In New York, the president, Professor Howard Crosby, courteously presented me to a meeting of the association, where I had the fullest opportunity of submitting my plea, after which he presented as frankly his objections to any such plans, certainly to the project of a confederation. These objections are given on page xvi. The association formally declined to give us the coöperation we asked, and no further steps were taken by the Washington society in respect to the journal. In fact, the report on the subject was not even published.

But, at the quarterly meeting of October 17, 1853, I tried another line of approach. This meeting seems to have been exceptionally large, divers ministers being present and taking part. On this occasion I read an unusually full report. I was

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now in correspondence with eighteen of twenty-six American associations, and, indeed, in consequence of the extent of this correspondence, I had printed a circular letter containing such matter as would be common to all such communications. In this report I gave some details of the work in the larger and older societies, and cited some lessons taught by their experience. I also gave some account of the working of our institution in Great Britain and on the European Continent, with some attempt to analyze the characteristics of its influence in different countries. The paper closed with an argument, alike from the needs of the American societies and from the example of those in Europe, for some definite relations—some alliance between the former.

I now threw myself anew into my correspondence, with a view to the annual meeting of January 16, 1854. The hall of the Smithsonian Institute was crowded at that meeting, for Bishop Alonzo Potter, of Pennsylvania, was to make the annual address. I laid before the association at that time, a greatly condensed summary of my annual report, which was printed in the *National Intelligencer*. The report itself was the fullest and most detailed which, up to that date, had been anywhere prepared of the institution in all parts of both Europe and America. There were then 230 associations in all known to me. As subsequently published in the Washington annual report for 1853, it was corrected up to May 8, 1854, and supplemented with long notes and quotations; and it now remains, I presume, a substantially reliable statement of what the associations were at that early date. In this paper I discussed anew the questions of an American Confederation; and encouraged by the reception which the two reports met as well out of as within our own society, I, for the fourth time, approached the associations of New York and Boston, in the hope that, although unwilling either to act alone, they might consent—one or both of them—to act with the Washington society, in inviting a convention. This proposal also the New York society declined, and no reply was for some time received from Boston.

About the same time, the Washington association first fur-

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nished its members with membership tickets, which should attest their character as such to any other societies who would honor such a claim.

I now addressed myself to Buffalo and Cincinnati; and had just decided to ask the board of managers for authority to act alone, when I received a reply from Buffalo, cordially authorizing the use of the name of their secretary, and also inviting the proposed convention to be held in that city. A circular was in consequence issued at once under the signature of Mr. Oscar Cobb and myself; and it had scarcely been published, when I received authority from the Boston society to make a like use of the name of their secretary, Mr. Jenks. The original circular was issued under date of February 28, 1854, and was addressed to thirty-two associations. The supplemental circular, associating the Boston society in this proposal with those of Buffalo and Washington, bore date March 2. Soon after this I also heard from both Cincinnati and St. Louis, in cordial concurrence with this proposal, even before those societies could have received our circular. It was evident that, however indisposed the larger eastern associations, those of the west were entirely in accord with that of Washington upon this subject.

I now began, for the first time, clearly to understand, there were two classes of difficulties obstructing the scheme of a convention and a confederation. The first were those which grew out of the question of the resultant relations of the associations themselves. Some of the larger societies feared that any such relations would expose them to the control of a majority of the smaller associations, which would seriously interfere with their local efficiency; or, if the English idea were adopted, and one association was recognized as metropolitan, all the others being regarded as branches of that one, that the association at Washington would claim such a preëminence. Many of the smaller societies, on the contrary, had the fear that, under such a scheme, they would be reduced to the position of branches, or at all events would be dominated by the greater societies, probably by that in New York.

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There were also difficulties which grew directly out of the state of the slavery question. Some of the northern societies were not willing to enter into any relations with those of the south, at least not without making their protest on that subject, and others preferred to discourage any such relations or, certainly, to hold aloof themselves, in the assurance that it would be impossible to prevent trouble and angry disintegration from that cause. Upon this latter point, Prof. Crosby laid emphasis, and this was the ground of the objections felt in Baltimore.

The whole scheme was, at least in its outlines, already too clearly defined to me to leave me any anxiety on these grounds.

As for the slavery question, I saw no reason to think that the subject need give to the associations unitedly any more trouble than it had already made for us in Washington, where we had been entirely able to control it.

By the twelfth of April I had received twenty replies to our circular; of these, sixteen were in favor of holding a convention, while the other four, though not advising it, would, if it should be held, probably send delegates. The majority of the sixteen concurred in selecting Buffalo as the place of meeting. On that day, therefore, another circular was issued, announcing these results, and inviting the assembly of delegates from the associations, on June 7, "to confer relative to the formation of an alliance; to secure such uniformity of organization and action as may be thought desirable, and to consider such other questions as may arise in connection therewith," at Buffalo.

The Washington association at once elected five delegates, four of whom met to consider certain propositions, drawn up by me as, in my judgment, obviating all the difficulties and objections which had been urged against the plan of a confederation. Of these they heartily approved, and it was agreed that they should be printed and submitted beforehand to the several associations which would probably be represented at the convention, as a statement of the proposal which would there be made by the Washington delegation. This was done in a

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special circular, dated April 16. With this step the Washington initiative was closed. . . .*

The adjournment of the Buffalo convention virtually remitted into the hands of the Central Committee—and, indeed, largely into my own, for I was at once chosen the general secretary of that Committee—the task of securing the results of its work and of organizing the proposed Confederation. In this I was from the first earnestly sustained by Mr. Neff, of Cincinnati,—to whose moral support as well as to whose active coöperation I was constantly indebted.

The Cincinnati society was the first to ratify—on June 12—the Buffalo resolutions. One week later, the Washington and St. Louis societies unanimously took the same action.

On June 26, the Central Committee met, organized and authorized the issue of Circular No. 1, which I had already drafted, officially announcing to all the associations of the United States and British Provinces, the results of the Buffalo convention, and inviting action thereon.

This announcement was variously received. On July 18, I wrote to Mr. Neff, that the Pittsburgh, Buffalo and Louisville associations had taken favorable action, but that the society in Brooklyn had categorically declined to do so. About the same time, moreover, the *Independent* came out in distinct and formal condemnation of the whole scheme, and we learned, informally, that this utterance was quite in accordance with the feelings which prevailed in the New York society. Soon after this, moreover, the Boston association disallowed the course of its own delegates at Buffalo, and refused participation in the Confederation, and of course by so doing vacated the place of its representative on the Central Committee.

On August 14, the New York board of managers and a week afterwards that association itself, met and discussed the subject of the Confederation, but without taking any action. A few days later, Mr. Neff and I, meeting in New York, called together upon some of the leading members of that society, and

*The substance of Dr. Langdon's account of the Buffalo convention has been given in the body of the pamphlet and is therefore omitted here.

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discussed the subject with them, but without any immediate result. Referring to this conversation, Mr. Neff subsequently wrote me: (Oct. 10.) "The association occupies so very responsible a position, that all the efforts made to induce a ratification by it, would seem to me to be very well directed. In conversation with Mr. McCartee (the corresponding secretary) some weeks since in New York, I suggested to him that, if the association would not ratify the plan of confederation in the language adopted by the Buffalo convention—and to which they are inclined to object as clothing the Central Committee with too much power—that they should draw up a preamble and resolutions of their own, which, with a trifling difference of words, might bring them on the same platform. . . . They object, particularly, to the name of the Committee—'Central.' Now, if you and the other members of the Committee at Washington can remove this impression, perhaps our object can be attained."

By the latter part of August the report of the Buffalo convention was published, thus placing in the hands of all the whole story of the debate on the confederation. Early in September, the Philadelphia association, itself organized since the Buffalo convention, ratified its action at the first constitutional meeting. On October 4, I reported, in addition to those already named, the ratification of the societies in Toronto, New Orleans, and Peoria, Ill., making ten in all; but although to these were, soon afterwards, added two or three more of the smaller societies, it was now evident that about all had been attained that was to be hoped for, as matters then stood.

A private letter had been received by me, some two months before, from Mr. C. R. Brooke, corresponding secretary of the Toronto association, urging upon the Central Committee some provision equivalent to the resolution offered at Buffalo by the Toronto delegate, Mr. Holland, with reference to the relation of Christian slaves to the associations "as a principle which, in our opinion, should be adopted as fundamental by any confederation of Young Men's Christian Associations." Indeed, Mr. Brooke said that the Toronto society had ratified

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the Buffalo scheme only by a small majority, and "in the hope that when the Central Committee adopts a constitution, some such principle will be proposed to the associations as a test of their connection with one another."

At this day it would be very difficult for any one whose memory does not antedate the war of 1861-65 to enter understandingly into the views and feelings inevitably involved on either side in such an issue. I instinctively felt that this was, perhaps, the true crisis of the Confederation. The causes which had obstructed the calling of a convention even to consider the mutual relations of the associations, and which made so many of them averse to recognize any formal relations at all, now presented themselves from different directions and divested of all side issues. I have already stated those causes. The Canadian and probably some of the northern associations were now unwilling that the Confederation should place them in what they regarded as a false position in respect to the religious consequences of slavery—for instance, Toronto and Providence. The southern associations, on the other hand, were equally sensitive about anything which would reflect on the Christian principle with which they conformed to the social and political conditions under which they were constituted and under which alone, of course, they could do their work. Some of these, therefore, were unwilling to expose themselves to having those principles called in question, as for instance, Baltimore and Charleston, and indeed, the association in New Orleans also, whose ratification was based on their confidence in those who had selected Mr. Helme to preside at the Buffalo convention and who had suppressed the Holland resolution, an anti-slavery declaration proposed at Buffalo. Still again, the New York and very possibly other associations, shrunk from the Confederation as from an arena in which it would be impossible to escape from harm and controversy from this cause.

To decide either way, therefore, on the issue involved in the Toronto ratification would be in all probability to shut out some important associations on the one side or on the other. To decide at all would, irrespective of the character of that decision,

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be an act equally unacceptable to those societies which were jealous of any authority which should trespass upon their autonomy. And yet it was necessary to dispose of this issue in some way which would be effectual and final.

In the Washington society I had successfully resisted the attempts of some of our southern members to involve that body in this question and to commit it on one side. I felt little doubt that the same thing could be done again for the Confederation, now that the danger came from the opposite direction. But the first suggestions of a way out of the dilemma were made by Messrs. Brooke and McCartee. The former had proposed that we should publish "a circular defining our position," of course, on the relation of our associations to slaves. The other, writing to me with reference simply to the local jealousy of outside interference, expressed the belief that "a judicious friendly course on the part of the Committee seconding the efforts of those in New York who favor the Confederation, might disarm those who seem over-prudent in the matter."

I wrote, therefore, to Mr. McCartee, asking for his suggestions. He promptly responded in a letter which is not now before me, but to which I replied at once that his suggestions were good. A meeting of the local members of the Central Committee was held on November 9, when I laid before them a draft of a circular drawn up in accordance, doubtless, with Mr. McCartee's suggestions and, at the same time, with direct reference to the issue brought before us by the Toronto society and by Mr. Brooke's letter which Mr. McCartee did not have in mind. I met the issue simply by showing that the Buffalo resolutions did not provide for any other constitution than the general principles which they themselves set forth; and that the Central Committee was not a governing function authorized to assume any control, but rather a creature of the confederated associations for certain definite and limited purposes.

The draft being unanimously approved at this meeting, was printed, and, proof copies were forwarded to Messrs.

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McCartee, Helme and Neff, and by them instantly and equally approved. Mr. Neff wrote: "Your inferences and deductions are admirable and exactly express the ideas expressed and the general feeling manifested at Buffalo, so far as I am able to form an opinion."

This circular was issued November 18, 1854. At a meeting, held on November 20, the New York association ratified the proceedings of the Buffalo convention and identified itself, thenceforth, with the Confederation. The Concord association did the same, the same evening. This Circular No. 2 and the consequent action of the New York association had a far-spread influence; and by the close of the year, twenty of the necessary twenty-two ratifications had been received. Still others followed in January; the associations in Charleston, S. C., and San Francisco, both acting on the fifteenth of that month, more than completing the required number, and from that date bringing the Confederation into full operation. On the twenty-seventh the important society in Montreal, the first American scion of the London association, united with the rest. On February 20, 1855, Circular No. 3 was issued, announcing the complete organization of the Confederation by the action of twenty-five societies, which did not include San Francisco, from which we had not then had time to hear. . .

That it had been my privilege to take a leading part in bringing this about is, no doubt, true. Mr. Lowry of Cincinnati, was so good as to say, in 1877, that "without (my) persistent efforts, the first convention would not have been called;" but it is certainly as true, but that for Mr. Neff and his colleagues of the Cincinnati delegation, my scheme of a Confederation would not have survived that convention. As Mr. McBurney says: "To overcome such prejudices and objections (as yet remained) was no easy task;" and I did indeed "conduct the negotiations;" yet the ultimate success of those negotiations and the first triumph of the plan matured at Buffalo were largely due to the hearty coöperation of Messrs. Neff and Helme, and, so far as New York was concerned, of Mr. McCartee.

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But as our several associations were, in my own conceptions from the first, but the local expressions of an inchoate national institution—so even this was to me but a part of a still larger scheme of international proportions.

The first suggestion of anything of the kind, of which I find any private record, was in connection with the proposal made in February, 1853, that the Rev. Dr. Butler should be requested to represent the Washington association at the annual breakfast of the London society—a suggestion which grew in definiteness on the reception of Mr. Shipton's first letter in May and the circulars from Geneva in August of the same year.

To this thought I gave the first public expression in my first annual report to the Washington association, or rather in the brief summary of that report actually read at the meeting of January 23, 1854. I there sketched in slight outline a scheme of international correspondence, in which there should be a center of information for every national group of associations, each center being in direct correspondence with all others, furnishing them on the one hand, with the digested and compacted information from its own field; and distributing, in turn, to the associations of its own national group the information it received. I have a clear impression that I had already suggested something of this kind—and, I think, a general conference as well—in my correspondence with London, Geneva and Germany; indeed, the language of this report, and subsequent reference in my letters from abroad, distinctly imply as much; but of this I cannot now be positive. So long, however, as it was quite uncertain whether the American associations would be disposed to adopt any such system of inter-relations among themselves, so long it would certainly be premature to propose to them anything like international relations.

Among those members of the New York association who more nearly shared my views on this subject, was Mr. Richard C. McCormick, Jr., one of the vice presidents of that body. In April, 1854, a few days after the issue of the call for the

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Buffalo convention, being about to visit Europe, this gentleman called on me in Washington, as well for information about the foreign associations as also for letters of introduction, both of which I was glad to give him, and I took advantage of the opportunity to talk with him very fully of my ideas concerning the relations which might exist between them and us. Mr. McCormick made an extensive tour, visiting the associations in all parts of Great Britain, and in France, Germany and Switzerland. He was, in fact, the first representative of our associations among those of the European continent. During this tour he was so good as to charge himself for me with packages of reports and documents to a number of these associations. He was everywhere called to give information, both privately and publicly, regarding the American societies; he wrote to me frequently and at length of his own observations, at the same time collecting for me documents of every kind, and prompting the foreign brethren to write to me.

In October I had the pleasure of meeting a member of the London association, with whom I find it noted in my diary that "I had a long, long talk about international intercourse."

During this winter I received three long letters from M. Henri Dunant, secretary of the Geneva association, welcoming my suggestions most cordially. "We think," wrote he, "that your idea of establishing a regular correspondence between certain points, as centers for our associations, is excellent," and he suggested what were the appropriate centers for such a correspondence in the European organizations.

In January, 1855, I wrote to Mr. Neff, "Our system of foreign correspondence is completed, so far as the European continent goes. I have heard from Amsterdam, Ronsdorf, Paris, Geneva, and Lausanne directly; and indirectly from Sweden, Italy and Algiers."

My Paris letter, received in November, was from M. le Pasteur Cook, the president of the association in that city, and it was principally in reference to a general or ecumenical conference of all Young Men's Christian Associations, which the

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London Committee had proposed, to be held in Paris, in the summer following. For this conference our Central Committee was asked to prepare a report on the American associations; in fact, the whole plan, so far as these were concerned, was put into our hands.

The Washington members urged on Mr. Neff the preparation of this report. He, in response, insisted that I should write it; and this matter rested undetermined, up to the time of our Circular No. 3—Feb. 20, 1855—announcing the complete organization of the Confederation.

From this date, however, I resolved to withdraw from further official work. My motives in all that I had so far done and tried to do, had been severely characterized in certain societies—especially in those of New York and New Orleans. However decided in his dissent from my policy, Prof. Crosby had, of course, ever given expression to that dissent with entire Christian courtesy. But, by others, it had been publicly charged, at the very meeting at which the New York society had ratified the Buffalo resolutions and since, that there was little real object in my scheme but my own personal aim to open an arena for my own ambition; and this judgment, accepted by some southerners then present, was afterwards brought up against the plan and against me in New Orleans. To Mr. Helme, in the same envelope with the above Circular No. 3, I therefore wrote: “I have thought my continuance in my position as general secretary was, perhaps, positively detrimental to our dear cause; and that the removal of the Central Committee from Washington, and that the appointment of some one else as general secretary would free the Confederation from many most disagreeable and serious drawbacks upon its unanimity and strength. Indeed, I desire to serve the cause I have taken in hand; indeed, my dear brother, this is my only wish. If it is well, I will labor while I can stand the weight; if it is best, let me withdraw from the active labor; still praying for it; most deeply regretting I have done so little; but with all the heart to have done much more.”

At the distance of thirty-three years, this seems a very trifling

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incident. But it may help some one who has not yet learned, as I had not then, that such harsh misjudgments and personal attacks are the almost inevitable cost of a sincerely earnest attempt to accomplish any public result, however good it may be in itself, if it be at the time unpopular or unappreciated by those who oppose it.

My wish and purpose to retire from the Central Committee were indeed earnestly resisted. The Cincinnati association elected me an honorary member, as a mark of confidence. I have now before me the affectionate letters of Messrs. Neff, Helme and Lowry combating my intention. "I could not but consider it," wrote the latter "fatal to the union of our associations. No one has so clear an idea of the object to be gained by such a union, and no one connected with it is so well qualified to bring it into effective operation as yourself."

Almost concurrently with this, had also come a second letter from Pastor Cook, of Paris, in reference to the proposed general conference, in preparation for which, so far as the American associations were concerned, the dependence had been placed on me. At the same time Mr. Neff visited me; and while I was still convinced that the best interests of the associations could now be more effectually promoted by other hands, yet I consented to write the report for the Paris conference and to retain the general secretaryship until the next convention, on the understanding that the Central Committee should then be removed from Washington, and I be permitted to retire from official position and duty.

Indeed, in deference to the New York association, it was proposed among ourselves that our next convention should be held and the Central Committee be located in that city. I, therefore, in March, wrote informally to Prof. Crosby, to learn if this would be acceptable to them. My letter was, it seems, laid before the society itself, and Prof. Crosby replied officially that the New York association had "unanimously decided, in full meeting, that we deem any convention inexpedient and decline any connection with such." Prof. Crosby added: "We gave in our adhesion to the Central Committee, merely as to a

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committee of correspondence, to cement the associations by that proper means."

The reasons for their position, in which there were unquestionably much truth and force, were thus stated in this connection:

"1. We believe conventions draw off attention from local work, and our institution is emphatically local.

"2. We believe they foster a centralizing spirit at war with independent action.

"3. We believe they will tend to produce unpleasant scenes and ruptures on such subjects as slavery.

"4. We believe the expense unauthorized by our main object.

"5. We believe fraternal feelings between the associations may be better cultivated by correspondence and chance visits." . . .

The following language was used in Circular No. 5, of July 10, 1855, by which the next convention was announced.

"It appears scarcely possible to make it plainer than it is, that the confederated existence is intended, in no way, at no time, under no circumstances, and in no relation, whether as a convention or as a Central Committee, to advance upon the local character of any association." . . . "Upon this limitation of their functions [the Central Committee has] had occasion more than once to insist. [Its members,] as a Committee, have no authority to issue decrees, to assume positions, or to express opinions on any abstract questions."

As the day of the convention drew near it was well understood that the Washington association would insist on the removal of the Central Committee to some other city, and that I would wholly withdraw from the active charge of any work for the Confederation. Not my immediate coworkers alone, but others prominent in the associations, still deprecated in the warmest language this decision. Mr. McCormick of New York, for instance, was so kind as to write in such terms as these: "Your great intimacy with the associations of this country, your wide correspondence with those of other lands, and your industrious and warm Christian spirit, combine to make you

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eminently fit for the important position which you have held in connection with the Confederation from the day of its organization, and which, I sincerely trust, that you will by no means abandon."

There are, however, some instances in which he who lays foundations cannot continue to build; in which the personal antagonism—whether deserved or undeserved—which is aroused in the earlier work cannot but render it unwise for him to go on. This was precisely such an instance; and however gratifying to me such kind words as those I have just quoted, they did not alter my own judgment that I had now done all that, in the providence of God, had been given me to do in this matter.

The convention met in Cincinnati on Wednesday, September 19, 1855. It was not much larger than the Buffalo convention, little over fifty members being in attendance. There were, by this time, in all, sixty associations in the United States and Canada, of which thirty-six had united in the Confederation. Seventeen associations had taken as yet no action on the subject, while seven had formally declined to do this, of which however, one at least—that of Brooklyn—afterwards united. Of the thirty-six confederated associations, but twenty-two were represented; the convention being, indeed, very largely a western gathering. There was no one present from New England; no one from either New York or Philadelphia. Capt. Noble of Kingston alone represented the Canadian brethren. The fact was clearly illustrated that the opposition to the Confederation was almost wholly eastern; in fact, the Washington, Buffalo and Cincinnati associations alone were represented at every convention from the first.

The Central Committee submitted to this body a formal report of their official course, accompanied and illustrated both by the report made to the Paris conference and by the five official circulars which had been issued by them, and in which the principles of the Confederation, as understood by the Committee, had been wrought into precise statements and formally set forth as a polity. These documents, therefore, taken to-

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gether, constituted an official exposition of the principles of the Confederation; and in their acceptance by the Cincinnati convention that work was done, and those principles recognized as constitutional.

Nor was even this all. Mr. Shipton, of London, wrote me, under date of September 7: "I hope you are at Cincinnati, and that you have there learned that your long unanswered (but not neglected) letter to me had produced its result in the Paris conference, and that your plan of correspondence was likely to be carried out." During the convention there arrived, also, an official letter from Pastor Cook, of Paris, giving an account of the ecumenical conference held in that city, August 19-24; of the reception of our report, and of the system of international correspondence brought before that body, as mine, by Pastor Cuenod, of Lausanne, then and there adopted, and proposed to the different national groups of associations.

It was, undoubtedly, as a kind and brotherly acceptance of this work and of these results, but it was due also to the personal strictures to which I had been subjected, that I was chosen to preside over this convention. It was the warm and even the indignant ratification of my official course and an expression of personal regard and confidence. As such I deeply appreciated it then. As such, I gratefully recall now the circumstances under which I retired from the labor of over three years, whose earlier results I was, even then, permitted to see and of whose general acceptance by the whole body of the American associations I was afterwards permitted to know. . . .

The Cincinnati convention adopted, together with action on other important matters, the system of international correspondence originally suggested by me and set forth by the Paris conference, and Mr. Rhees, as foreign secretary, furnished the *Quarterly Reporter* with information from abroad, as far as in his power. But it was soon found that the details of the plans had not been sufficiently matured, so far, at least, as we were concerned, and they remained to be afterwards perfected. . . .

I went to Europe in January, 1857, and returned in the June

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following. There is the less occasion for dwelling now on the opportunities which I enjoyed of visiting the foreign associations—of conferring with the leaders of the movement in Great Britain and on the continent, or of profiting by the lessons taught us by this study—since all this was done pretty fully at the time and left on record.

The range of the institution itself, at this epoch, may be gathered from a very complete list published in the *Quarterly Reporter*, for July, 1856, p. 22. In this same journal for April, 1857, p. 44, will be found a letter of mine from Paris; and in that for July of the same year, p. 52, a fairly complete report of my whole foreign experience, with a summary of the more important considerations suggested to me thereby. Moreover, in the *Reporter*, for October, 1857, p. 60, I dwelt upon the greater spirituality of the foreign associations as compared with our own; in that for January, 1858, p. 8, on what was, at the time, the very serious topic of “the uncertain and short tenure of office” with us; and in that for April, 1858, p. 47, on the greater organic simplicity and homogeneity of the foreign societies. In few respects have the associations of later days so greatly improved upon their earlier traditions as in rejecting the false principle of “rotation in office” on which many of us, at first, laid much stress.

Referring to these pages it will suffice to say, here, that in London, I attended a meeting of the association committee, the Sunday afternoon Bible class and a devotional meeting; and I also represented our associations at the annual breakfast of that society in May. In France, I attended a meeting of the “Conseil” of the National “Union,” and saw much of the local members in Paris, as well as in Nismes; and I attended a meeting of the Marseilles Union. In Prussia and Germany, I was present at a large meeting in Berlin; spent an evening with the president, Pastor Hofmeyer; obtained a glimpse of the societies of Leipzig and Frankfort; learned something of that in Heidelberg from the Chevelier Bunsen, and passed an evening and night with Pastor Durselen, the president of the Rhenish Union at Ronsdorf, in company with several others who came

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to meet me. In Amsterdam, I attended meetings both of the main society and of a branch among working men, in company with Messrs. Bruyn and Heyblom. In Geneva, I was most warmly received; an excursion was made for me to the Mt. Salève, where I addressed a meeting of some forty members, going on from thence to Lausanne, to do the same, with Messrs. Dunant, Cuenod and Renevier. With all of these I arranged, on behalf of our Central Committee, the details of a working system of international correspondence.

Returning from the continent, I accepted a programme which had been kindly prepared for me by Mr. Shipton, the London secretary, and by which I was enabled to see, in a fortnight, much more of the associations of Great Britain than would have otherwise been possible. Beginning with Oxford, I visited Warwick and Leamington on my way north; I addressed a meeting of the association and attended a breakfast with which I was honored in Edinburgh; whence I went to Glasgow and Belfast. From this point I attended and addressed a meeting of a society, called to welcome me, on every evening until I sailed, in Belfast, in Dublin, in Chester, in Manchester and in Liverpool. At every one of these—but perhaps, especially, in Edinburgh, in Chester and in Liverpool—was the greatest interest shown in the story and in the details of the working of our general organization, and the purpose expressed to aim at some similar plan for their own associations.

But, possibly, the most resultful incident of this whole tour was one on which I laid, at the time, no special stress.

When in Berlin, in April, the American Minister, Governor Vroom of New Jersey, invited a few gentlemen to meet me at dinner. Among these was Mr. Peter Bayne of Edinburgh, the successor of Hugh Miller in the editorship of the *Edinburgh Witness*, and since that time the eminent essayist. I sat near him at table, and both then and afterwards had, to quote my diary, “some talk on Christian Association affairs,” and afterwards, at his request, I accompanied him to his rooms, and “continued the conversation till twelve.” He was specially desirous of informing himself concerning the characteristics and

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working of the American associations, and "questioned me closely about our plan of Confederation." Not long after this there appeared in the *Witness* an admirable editorial from the pen of Mr. Bayne on the subject of these associations, speaking of them as aiming to "establish a Christian freemasonry over Great Britain, America and the Continent," and frankly giving the preference to the American polity, which he thought, "might, with necessary modifications, be extended to Europe." This article attracted much notice and was widely copied. (It can be found in the *Quarterly Reporter* for July, 1858, p. 77, and in large part, also in the *Y. M. C. A. Reporter* for May, 1880.) It was largely in consequence of this article, though in part, doubtless, of my own visits just referred to, that steps were taken looking to some general organization of the associations of Great Britain, of which Mr. Leyland thus wrote me: "Ever since you were here, Brother Shrubsole [of Chester], Giles [of Edinburgh], and I, have been determined, with the Lord's help, to agitate, agitate, agitate the conference question. When Giles was here, I took him up to Chester, and we had a meeting of the three of us, and prepared the outline of a circular to send to the branches. . . . While these preliminaries were being gone through I received a circular on the same subject, from the Leeds branch, inviting a conference there this autumn. . . . The sequel is that the conference is to be held towards the end of September."

The first conference of the British Young Men's Christian Associations was held accordingly at Leeds, September 26-28, 1858. To this, at the request of the promoters, I sent, on behalf of our own Central Committee, general information of the value of the Confederation to us and suggestions, which, together with the reply of the Leeds committee, was published with the journal of the Troy convention, pp. 145-148. The character, the proceedings, and the results of this Leeds conference were reported and discussed by me in the *Young Men's Christian Journal* for May and June, 1859, pp. 107 and 134. Without going further into detail, suffice it here to add

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that the ultimate result was a general union of the British associations about those of London, Edinburgh and Dublin upon principles analogous to those of the American Confederation. This union was definitely perfected at a conference held in London July 10-13, 1859, at which Mr. Neff of Cincinnati was the American representative.

It was, says Mr. Lowry, during "a season of comparative inaction that the Richmond convention [of 1857] was held." The machinery of the Confederation had reached its "dead center." Those who had been drawn into the associations by the interest of novelty were now cooling off, and some associations whose life was unreal ceased to exist. The work of this convention—which scarcely represented more societies than that of Buffalo and was numerically the weakest since that time—was therefore one of moral recovery and restoration. It was characterized by steady purpose; it revised and greatly improved the methods of the convention itself; it rearoused flagging interest and brought the institution down to calm and sober work; so that by the time of the Charleston convention (1858), the organization of the Confederation, in all its parts and functions, had been about perfected. The only serious question which then remained undetermined was that of the exact sphere and purpose of those associations.

"The association men themselves," says Mr. McBurney, "with few exceptions, did not (during this period) have a clear understanding of the work of the Young Men's Christian Associations."

The Cincinnati convention had provisionally accepted the Paris Basis, which declared that these associations sought to unite those young men, who desire to be the disciples of Christ, "in their doctrine and in their life, and to associate their efforts for the extension of His kingdom among young men." The Montreal convention had formally declared this declaration "engrafted upon our basis of Confederation." But the associations had not, as yet, any settled American traditions, and it is difficult now to realize how little effective meaning this

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language had to most of us, or how thoroughly at sea were the large proportion of our more active young men. Not only were the very conventions inconsistent with themselves in this matter, but this was quite as true of many of those who pressed the adoption of the most restrictive resolutions—no less true of me than of others.

[These closing sentences well describe the limitations of association work in that early period—limitations which disappeared with the steady growth of qualification among the various classes of employed officers and with a corresponding growth of adequate equipment in the form of buildings and other appliances. R. C. M.]

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